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U.S. Committee on fair employment practice (1943-194

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#1

October 24, 1941

MEMORANDUM FOR: The Chief of the Air Corps
The Chief of Chemical Warfare Service
The Chief of Engineers
The Chief of Ordnance
The Quartermaster General
The Chief Signal Officer
The Surgeon General
The Judge Advocate General

SUBJECT: Employment of Aliens on War Department Contracts.

1. The employment of aliens on War Department contracts has been the subject of conferences and correspondence with other government agencies, employers and various organizations and individual aliens.

2. The Office of the Under Secretary of War has announced that there is no prohibition either by law or regulation of the employment of non-citizens on War Department contracts other than those contained in the two Acts of Congress, namely, the Act of July 2, 1926, and the Act of June 28, 1940.

3. In accordance with the authority contained in the above Acts, the War Department has granted thousands of consents for the employment of aliens on classified (secret, confidential, restricted) and aeronautical War Department contracts, upon applications (on the standard form questionnaire) made to the Office of the Under Secretary by both prime and sub-contractors, usually through and on the recommendation of the Chief of the Supply Arm or Service concerned.

4. When the Secretary of the Navy grants consent for the employment of an alien it is the practice of the War Department to grant similar consent without further action on the part of either the alien or the employer. This policy has been adopted in the interests of uniformity, for the greater convenience of employers and aliens, and to facilitate the utilization of the service of the alien in national defense work. However, the fact that a Navy application has been filed in no way relieves the employer of his statutory obligation to secure the consent of the Secretary of War. When the approval of the Secretary of the Navy is accepted by the Secretary of War the alien's employer is so notified in writing. Until such notification has been received it should not be assumed that the Secretary of War concurs in the approval of the Secretary of the Navy.

U.S. Committee on Fair Employment Practice (1943-1946)

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#2

THE SECRETARY OF THE NAVY

Washington

Op-16-B-10
P14-2/QM
Serial 2938016

November 18, 1941

From: The Secretary of the Navy
To: The Chief of the Bureau of Yards and Docks
The Chief of the Bureau of Navigation
The Chief of the Bureau of Ordnance
The Chief of the Bureau of Ships
The Chief of the Bureau of Supplies and Accounts
The Chief of the Bureau of Medicine and Surgery
The Chief of the Bureau of Aeronautics
Commandants, All Naval Districts
Commandant, Washington Navy Yard
Commandant, Naval Station, Guam
Commandant, Naval Station, Tutuila, Samoa
All Inspectors of Ordnance
All Supervisors of Shipbuilding
All Inspectors of Machinery
All Inspectors of Naval Aircraft
All Inspectors of Navigational Materials
All Inspectors of Naval Material

Subject: Aliens - Employment of on Navy National Defense Contracts.

1. United States Statutes do not prohibit the employment of aliens by private employers engaged in National Defense industries. They do provide that an employer must secure the consent of the Secretary of the Navy to employ aliens on work being performed under Navy classified (secret, confidential, restricted) or aeronautical contracts. The procedure for obtaining consent to employ aliens on Navy classified and aeronautical contracts has heretofore been established, and the Secretary of the Navy has granted many such consents where applications have been properly made by a contractor on alien questionnaires (Form NNI-132).

2. All employers who have already received Navy classified or aeronautical contracts should already have been furnished with questionaires (Form NNI-132). They should be advised that the Navy Department has not restricted the employment of aliens but has required an alien questionnaire (Form NNI-132) to be filled out by aliens having access to work on Navy classified or aeronautical contracts.

3. Questionnaire Forms NNI-132 should be forwarded by the Inspector to the cognizant technical bureaus as soon as each individual

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U.S. Committee on fair employment practices (1943-19)

THE SECRETARY OF THE NAVY

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Washington

#3

Op-16-B-10
P14-2/QM
Serial 2938016

November 18, 1941

From: The Secretary of the Navy
To: The Chief of the Bureau of Yards and Docks
The Chief of the Bureau of Navigation
The Chief of the Bureau of Ordnance
The Chief of the Bureau of Ships
The Chief of the Bureau of Supplies and Accounts
The Chief of the Bureau of Medicine and Surgery
The Chief of the Bureau of Aeronautics
Commandants, All Naval Districts
Commandant, Washington Navy Yard
Commandant, Naval Station, Guam
Commandant, Naval Station, Tutuila, Samoa
All Inspectors of Ordnance
All Supervisors of Shipbuilding
All Inspectors of Machinery
All Inspectors of Naval Aircraft
All Inspectors of Navigational Materials
All Inspectors of Naval Material

Subject: Aliens - Employment of on Navy National Defense Contracts.

1. United States Statutes do not prohibit the employment of aliens by private employers engaged in National Defense industries. They do provide that an employer must secure the consent of the Secretary of the Navy to employ aliens on work being performed under Navy classified (secret, confidential, restricted) or aeronautical contracts. The procedure for obtaining consent to employ aliens on Navy classified and aeronautical contracts has heretofore been established, and the Secretary of the Navy has granted many such consents where applications have been properly made by a contractor on alien questionnaires (Form NNI-132).

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3. Questionnaire Forms NNI-132 should be forwarded by the Inspector to the cognizant technical bureaus as soon as each individual

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REMEMBER PEARL HARBOR!

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#14

FOR RELEASE: A.M. PAPERS
SUNDAY, DECEMBER 28, 1941

DEPARTMENT OF JUSTICE

Attorney General Francis Biddle today issued the following statement concerning the employment of aliens in private industry.

* * * * * * * * * * * * * * * * * * * *

Two weeks ago the Department of Justic issued an appeal to state and local law-enforcement agencies and to the general public to help guard at home the freedoms our country is now fighting to defend by protecting the civil liberties of our loyal non-citizen population. There was a heartening response to this appeal--a minimum of hysteria and of the antagonism toward non-citizens as a class which marred our wartime record of two decades ago, and a willingness to leave to the qualified Federal authority the problem of dealing with whatever disloyal or treacherous elements, citizen and alien alike, which may still exist.

There still remains, however, a serious problem in adjusting our sights to our one great objective; it is the problem of discrimination against aliens in private employment.

No more short-sighted, wasteful or un-American policy could possibly be adopted at this time than that of barring non-citizens from legitimate private employment. In the first place, it is a most effective method of creating disunity, of breaking faith with people who have come to America as a haven of liberty and fair play. It is a complete disavowal of our American institutions, our freedoms, and the principles upon which our democracy was founded.

I am sorry to say the numerous instances have come to the attention of the Department of Justice of employers discharging workers because of some vague "suspicion" that they may be disloyal aliens, and even because they have "foreign-sounding" names! I should like to remind such employers that of our total non-citizen population of about 5,000,000, fewer than 3000--six out of ten thousand--have been regarded as dangerous to the peace and safety of the United States. Those have been taken into custody by the Federal authorities.

I should also like to point out to these employers that many of the "foreigners they have discharged now have sons serving in our Army and Navy. Among those who died fighting off the treacherous attacks upon Manila and Pearl Harbor were men name Wagner and Petersen and Monzo and Rossini and Mueller and Rasmussen.

To bar aliens from employment is both short-sighted and wasteful. Our country needs the skills and services of every able-bodied and loyal person, citizen or alien, and to deprive it of such services is an economic waste and a stupid error.

There appears to be some confusion, in this connection, as to the policy of the Federal Government and as to the requirements of Federal statutes concerning the employment of aliens. As to the first, it is the stated policy of the Federal Government that there shall be no discrimination in the employment of workers in defense industries because of race, creed, color or national origin.

As to the law, there is only one restriction: In the case of secret, confidential or restricted Government contracts, and in the case of contracts for aircraft parts or accessories, the employer must secure permission from the head of the Federal Department concerned for the employment of aliens. The War and Navy Departments have established regular procedures for handling such applications and have passed upon thousands of them. It should be noted that the percentage of cases in which permission has not been granted to employ aliens even on such confidential wor is negligible.

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#5

A SOUTHERNER DISSECTS THE SOUTH

An Address Before the National Conference on Social Work

By MARK F. ETHRIDGE

Member, the President's Committee on Fair Employment Practice (1943-1946)
and General Manager, Louisville Courier-Journal

New Orleans, 1942

Fifty-three years ago, the South's foremost editor went to Boston to hail the end of Reconstruction and to hold out the South's first olive branch to the North since the War Between the States. In a memorable speech, he said,

"Far to the South, Mr. President .. lies the fairest and richest domain of this earth. It is the home of a brave and hospitable people. There is centered all that can please and prosper human kind. A perfect climate above the fertile soil yields to the husbandman every product of the temperate zone. There by night the cotton whitens beneath the stars and by day the wheat locks the sunshine in its bearded sheaf. In the same field the clover steals the fragrance of the wind and the tobacco catches the quick aroma of the rain.

"There are mountains stored with exhaustless treasures; forests vast and primeval, and rivers that, tumbling or loitering, run wanton to the sea. Of the three essential items of all industries -- cotton, iron and wood - that region has easy control. In cotton, a fixed monopoly; in iron, proven supremacy; in timber, the reserve supply of the Republic. From this assured and permanent advantage, against which artificial conditions cannot much longer prevail, has grown an amazing system of industries. Not maintained by human contrivance of tariff or capital, afar off from the fullest and cheapest source of supply, but resting in divine assurance, within touch of field and mine and forest, this system of industries is mounting to a splendor that should dazzle and illumine the world."

I wish it were possible to repeat today as truth the prophesy that Henry Grady made fifty years ago, to say that we had taken the colorful heritage of our ancestors and made it the "fairest and richest domain on the earth." But the sad truth is that Grady was a better orator than a prophet, even though his promise was based in truth. This is the home of a people who are "brave and hospitable", but a people who have been unhappily circumstanced economically; whose condition, in relation to the rest of the nation grows no better even with a war boom; who will face, when this war is over and won, the necessity for the continuance of the Reconstruction which it has known so long. It will remain, as it was when the President said it, Economic Problem Number One.

Henry Grady was speaking in behalf of a people who were just emerging from that agonizing period in which, at the point of bayonets and in the shadow of starvation, the Southern people had to readjust their whole economic and social structure to a new order. He was speaking out of the misery of a people who had formed, in the two decades just preceding his speech, such a kinship in suffering that it is still, after all these generations, the strongest bond between them and the greatest motivating force in much of what they do and in the attitudes they take. It is a people who boast that, white

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JOBS FOR EVERYBODY

By Mark F. Ethridge
Chairman, President's (U.S.) Committee on Fair Employment Practice (1943-1946)
(In the American Federationist February, 1942)

Suppose, by one sweep, we could eliminate the more than five million Negro workers in America? Suppose we could similarily wipe out the many thousands of Mexican workers in the Southwest and those of Oriental descent on the Pacific Coast? Suppose we could rid ourselves of all our workers with foreign-sounding names?

Suppose we could shelve all our workers who adhere to minority religious faiths? Suppose we could black out and blank out all this brawn and brain of plantation workers, factory hands, seamen, white collar workers, skilled mechanics?

Where would we be?

America would find that it could have little harvest on our Southern farms; that our supply of meat and fish would dwindle to almost nothing; that men's and women's wear would become museum pieces; that the sugar beet industry would collapse; that our West Coast dwellers would have to go without the fresh vegetables that come from the neighboring truck gardens.

In some sections there would be no adequate supply of milk and dairy products. We would have neither coal nor iron in sufficient quantities even for normal needs. We could hope for no more fine laundering. Thousands of restaurants would be without necessary help.

If one minority group is denied the opportunity to work, it is soon only a matter of time before several minority groups are similarly discriminated against, and as enough groups are thus victimized the total of the affected minorities becomes a substantial part of all the available productive manpower.

If this substantial manpower is eliminated, it means that our war production effort--for which we are spending billions--is being robbed of much of the human resources without which it cannot manufacture the machines of combat, feed soldiers or energize battleships and airplanes. And if those things are not done we cannot possibly hope to win the war and save democracy.

It was in order to free, and insure the use of, all available and needed workers that President Roosevelt, on June 25, 1941, issued his historic executive order calling the "full participation in the defense program by all persons, regardless of race, creed, color or national origin," and directing certain action in furtherance of this policy.

One of the actions "in furtherance" was the creation of the President's Committee on Fair Employment Practice with certain definite authority. The executive order said:

"The committee shall receive and investigate complaints of discrimination in violation of the provisions of this order and shall take appropriate steps to redress grievances which it finds to be valid.

"The committee shall also recommend to the several departments or agencies of the United States and to the President all measures which may be deemed by it necessary or proper to effectuate the provisions of this order."

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#7

SUMMARY OF HEARINGS
ON COMPLAINTS OF NEGRO PLUMBERS AGAINST
THE CHICAGO JOURNEYMEN PLUMBERS' UNION LOCAL 130
(U.S. HELD IN CHICAGO, ILL. APRIL 4, 1942
BEFORE THE PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE (1943-1946)
WITH
FINDINGS AND DIRECTIONS

The complaint of certain Negro plumbers that they were and are unable to secure employment in their trades because of the position taken by Local 130, Chicago Journeymen Plumbers Union was heard before a sub-committee of the President's Committee on Fair Employment Practice in the Council Chambers, City Hall of Chicago, Illinois, April 4, 1942. Members of the sub-committee were: Earl B. Dickerson, chairman; Frank Fenton and Milton P. Webster.

The hearings were opened with remarks by the Chairman in which the purpose of the hearings and the authority of the Committee were set forth. Mr. Fenton stated briefly the position of the American Federation of Labor that there should be no discrimination against workers because of race, creed or color. Mr. Webster remarked that although the American Federation of Labor had a recognized policy of non-discrimination, some of its constituent international unions did practice racial discrimination thereby barring Negroes from certain war work.

SUMMARY

Mr. Edward L. Doty, secretary of the Cook County Plumbers Association, an organization of Negro plumbers, alleged that Negro plumbers were unable to obtain employment with plumbing contractors at the Great Lakes Naval Training Station, Great Lakes, Illinois, and at the Francis Cabrini Defense Housing Project, Chicago, Illinois, because of the position taken by Local 130, Chicago Journeymen Plumbers Union. This union, he stated, had a closed shop agreement with certain plumbing contractors at the above locations to the effect that only members of the union could be employed by the contractors. He alleged further that the union did not admit Negroes into membership and that its officials refused to give clearance to any Negroes for work on the above projects. He alleged, the contractors declared, that they were unable to employ Negro plumbers because they could not get clearance from the union. Mr. Doty further stated that qualified Negro plumbers had been attempting to secure membership in Local 130 continously since 1920 but had been consistently rejected. The only circumstances under which Negro plumbers would be recognized by Local 130, he alleged, were these contigent upon agreeing to a plan (referred to hereafter as the Plan), pertinent parts of which follow:

> "Such colored steamfitters and plumbers must be employed by colored steamfitting and plumbing contractors, and then only on such buildings as are occupied or are to be occupied by colored owners or tenants; but which building or buildings may be owned by any race of people."

This plan was rejected by the Negro plumbers, Mr. Doty stated.

Mr. Doty's contention that Negro plumbers could not be employed by the plumbing contractors without clearance by the union was substantiated by the testimony of Mr. M. J. Corboy, a plumbing contractor on the Great Lakes Project who stated that he was party to an agreement that all plumbers must be hired through Local 130, and Mr. Robert W. Murphy, President of the Plumbing Contractors Association of Chicago, who stated that all members of his organization were bound by an agreement now in effect to employ only members of Local 130.

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WAR PRODUCTION BOARD
WASHINGTON, D. C.

Office of
John Lord O'Brian
General Counsel

April 29, 1942

MEMORANDUM

TO: Mr. Lawrence W. Cramer
Executive Secretary
U.S. President's Committee on Fair
Employment Practices (1943-1946)

FROM: John Lord O'Brian
General Counsel

SUBJECT: Are steamship lines to be considered defense industries within the meaning of Executive Order 8802, whether or not they are operating under defense contracts with the Government?

CONCLUSION: Steamship lines engaged in the transportation of war materials are to be regarded as defense industries, even in the absence of government contracts.

You have requested my opinion as to whether or not steamship companies are subject to the provisions of Executive Order 8802, even in the absence of government contracts. As indicated in my memorandum of January 7, it is my opinion that organizations engaged in the transportation of war supplies and equipment, and materials entering into their manufacture, must be included within the meaning of the term "defense industries" in the third paragraph of the Order. Any steamship company so engaged would fall into this category and it would seem to be immaterial whether such a company is operating under government contracts or under private agreements. Its status as an industry participating in the national defense program would be established in either case.

By Executive Order 9054, February 7, 1942, the President established the War Shipping Administration in order "to assure the most effective utilization of the shipping of the United States for the successful prosecution of the war". Under the terms of this Order, all merchant vessels not already controlled by the armed forces or the coordinator of Defense Transportation, are to be placed in a pool to be allocated by the Administrator in compliance with strategic military requirements. On April 18, Admiral Land, Administrator of this agency, announced the requisition of all remaining oceangoing tankers and dry cargo vessels owned by American citizens and not previously acquired by the Government.

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(U.S. SUMMARY OF THE HEARINGS OF THE
PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE (1943-1946)
HELD IN BIRMINGHAM, ALABAMA
JUNE 18, 1942, WITH
FINDINGS AND DIRECTIONS AGAINST
VULTEE AIRCRAFT, INCORPORATED
NASHVILLE, TENNESSEE

#9

SUMMARY

The Company was represented by Mr. George Hasting, Manager of Industrial Relations and by Mr. C. A. Bryan, Counsel. The International Association of Machinists, Local 735, was represented by Mr. J. H. Shelton.

The complaint charged that this Company, engaged in aircraft production, has drawn its workers, with the exception of Negro janitors, exclusively from the white race; that its Manager of Industrial Relations had on February 5, 1941, written a letter stating that it was inadvisable to include Negroes in Vultee's working force; that the Company's policy in this respect was unchanged; that recently an experienced Negro Mechanic had been refused employment by the Company and that it had also recently refused training to another Negro with a background of shop experience, though at the time white workers were regularly being trained. It was also stated in the complaint that the Company has a preferential hiring agreement with Local 735, International Association of Machinists and that this organization bars Negroes from membership.

Mr. Cy W. Record, Associate Field Employment Assistant, War Production Board, testified that several thousand workers were employed at the Vultee Nashville Plant and that only about 20 were Negroes who were employed as janitors and office sweepers. He testified that Mr. George Hastings, Manager of Industrial Relations, Vultee Aircraft, Inc., had stated in an interview with him that he had no personal objection to employing Negroes on production lines but that since the Company could not set up separate production units on which they could work, he felt that efforts to integrate Negroes into existing shops, jobs and facilities would result in racial difficulties.

Mr. J. M. Shelton, Representative of Local 735, International Association of Machinists, had stated to him that because of a provision in its ritual, Negroes could not be admitted to the Union but that if the Company took the initiative in placing Negroes at work, some effort would be made by the Union by way of cooperation.

Mr. Mark Hiller Latting testified that he had applied for employment as a bench mechanic, setting forth his qualifications as 20 years experience as a mechanic; training which included four years in Mechanical Engineering at Langston University, the College of Arkansas and the A & T State College at Nashville, Tennessee, from which latter school he was graduated; and employment as a mechanic by the Market Motors Corporation (Ford Motors), Chrysler Motors Corporation, and Thornton Motor Company, Nashville. He stated that he had been refused employment by the Vultee Company on the grounds of insufficient training and had been refused the

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#10

U.S. SUMMARY OF THE HEARINGS OF THE
PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE (1943-1946)
HELD IN BIRMINGHAM, ALABAMA
JUNE 19, 1942
FINDINGS AND DIRECTIONS AGAINST
GULF SHIPBUILDING CORPORATION
CHICKASAW, ALABAMA

SUMMARY

This Corporation was represented by Mr. Harry Hill, Vice President and Mr. William W. Armbrecht, Attorney.

The Committee received complaint, substantiated by reports of its field staff, that this company, which now employs many thousands of workers, has been recruiting its force exclusively from the white race with the exception of a small number of Negro office porters, and that this policy has been followed despite the fact that Negroes form more than a third of the population in the Mobile area and have traditionally been employed in the shipbuilding industry there. Complaints submitted to the Committee alleged that Negroes who presented themselves at the company's employment office were told by company officials that Negroes were not being hired for work in the yard.

Mr. John Beecher, field representative for the Committee, testified that congested conditions unparalleled in his observation of other war industrial centers existed in Mobile due to tremendous in-migration of workers from as far away as New Jersey and the Great Lakes states, and that the failure to utilize local Negro manpower, which constitutes more than half of the available labor supply according to United States Employment Service figures, undoubtly has been a contributory cause in bringing about this excessive congestion. He further testified that the shipyard of the Gulf Corporation is located on the site of an older yard which during the first World War employed large numbers of Negro workers, many of whom performed highly skilled tasks. Mr. Beecher stated that the company has evidently been supported in its discriminatory policy by the local metal trades unions of the American Federation of Labor, which have a preferential hiring agreement with the Corporation, and by national defense training authorities, who have been extremely dilatory in instituting pre-employment courses to fit Negroes for shipyard work.

He further stated that it was the opinion of various Government Officials and members of Labor Supply Committees that by the end of 1942 Mobile Shipyard will require approximately 11,500 additional employees, skilled, semi-skilled and unskilled and that it was his opinion that the demand cannot be met unless Negro Labor is used.

Newman Brazier, complainant, testified that he had sixteen years experience as a shipyard machinist's helper and that when he applied for work at the Corporation's employment office he was told that it would be futile for him to file an application, "because we don't hire Negroes at all."

McKinley Perkins, Recording Secretary and Assistant Business Agent, Local No. 70, International Hod Carriers, Plasterers Helpers, Common Laborers and Shipyard Helpers, a union composed of both colored and white men, testified

U.S. Committee on fair employment practice (1943-1946)

WAR DEPARTMENT
OFFICE OF THE UNDER SECRETARY
WASHINGTON, D. C.

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July 2, 1942

Honorable Malcolm S. MacLean, Chairman
President's Committee on Fair Employment Practice
Social Security Building
Washington, D. C.

Dear Mr. MacLean:

I am attaching hereto for your information and assistance a list of government-owned, privately-operated plants under the supervision of the War Department. As I shall indicate more fully below, these plants are unique and deserve special treatment and consideration.

The plants, taken in the aggregate, constitute the backbone of the Nation's armament program. Under the terms of the Congressional Mandate by which their construction and operation was authorized, the War Department was given the option of operating the plants itself or of operating them through the agency of selected, qualified commercial contractors. The War Department chose the latter course and in doing so created industrial units of a novel and peculiar character. Among their most significant features are the following:

(1) Each plant, and the property on which it is situated, is wholly owned by the Government, and, with very few exceptions, has been designated as a military reservation.

(2) Each plant is, or when completed will be wholly devoted to war production - the manufactur and loading of explosives and ammunition, the assembly of bombers, and the fabrication of guns and other munitions. Most, if not all, will cease to operate when the war is concluded.

(3) In all of the plants the work performed is of a secret or confidential nature, and in most of them it is highly hazardous.

(4) Most of the workers recruited for work in many of these plants will of necessity be completely without experience in performing work of the hazardous character required.

(5) All are operated by private contractors under "management service" contracts, which can legally be terminated at any time if the Government should decide either

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U.S.

PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE (1943-1946)

Washington, D. C.

PRESS CLIPPINGS DIGEST

(For Members of the Committee)

#12

No. 4 Published Occasionally July 6, 1942

THE BIRMINGHAM HEARING

This Digest covers the Public Hearing of the Committee in Birmingham, Alabama, June 18-20, 1942, and is especially devoted to editorial opinion before, during, and following the sessions. The Introductory remarks of Member Mark F. Ethridge, because it is referred to in several editorials, is also included in full.

The clippings reproduced here are the sampling available, for the most part, through the Division of Press Intelligence, Office of Government Reports.

NEWS SUMMARY

Both from staff members on the spot and from available news clippings, there is evidence that the Hearing received a very generous and fair press. The sessions were covered by the Associated Press, United Press, Associated Negro Press, and local reporters.

The Birmingham dailies gave a total of approximately 248 column inches to news coverage of the actual sessions, or an average of more than a column each day, as follows:

	Column Inches
Birmingham Age-Herald	89
Birmingham Post	49
Birmingham News	110

Due to the competition of war news, etc., it seems, the great metropolitan papers of the North did not "play up" the hearings. Ten column inches was the maximum length of a news story in a northern paper, with the exception of the Daily Worker of New York which had a special correspondent in Birmingham and carried a total of 50 column inches on the 3-day deliberations.

Negro papers generally used the approximately 20 column inches syndicated by the Associated Negro Press, with the exception of the Atlanta Daily World, and the Afro-American. The World carried daily articles and the Afro-American devoted almost an entire page to the special correspondence written by a staff member sent to Birmingham.

EDITORIAL SUMMARY

Much space was given over to editorials, the Age-Herald running two of column length and the Post one of similar length. Following the hearings, the remarks of Mr. Ethridge were published in toto by the Louisville Courier-Journal, of which he is general manager, as the paper's editorial position on the Negro question. The Ethridge remarks were also carried in the Richmond Times-Dispatch, with editorial accompaniment.

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THE PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICES (1943-1946)

#13

What it is - and what it does

by

Malcolm S. MacLean, Chairman.

Delivered at the Annual Convention of the National Association
for the Advancement of the Colored People
Los Angeles, California, July 15, 1942

My fellow Members of the National Association for the Advancement of the Colored People:

I am glad to be here tonight in a dual capacity. As a member of your association I possess abiding faith and great hope in its organized power to help all America move ever more swiftly, ever more solidly towards that shining goal we call democracy. In your deliberations here in the heat of war, struggle, conflict and disruption I wish you power of thought and planning to drive us all towards unity, integration and the winning of this world war, the patience and sacrifice to clean up the mess afterwards, and the wisdom to reconstruct a world much nearer peace, much closer to our democratic ideal than any that you and I have ever known.

As chairman of the President's Committee on Fair Employment Practices, I am here tonight to report for him on the work of his committee during the first year of its work. Without romancing, without rosy optimism, and without expectation of dispute, I declare that to me the achievements of this Committee are extraordinary. They lie far beyond what might have been properly expected by people who know the realities of discrimination, who realize that the Bill of Rights has been on the books for nearly 80 years and in all that time more honored in the breach than in the observance, and that the Committee has been in existence less than eighty weeks and yet has moved the Bill of Rights closer to reality in that brief time than have all other efforts whatever. In saying so I am not boasting of the present chairman who acts as a catalyst only, a gavel pounder.

I think rather, first, of the President of the United States who in his great wisdom, his wide and powerful grasp of national and world affairs in the midst of cosmic war, and his past tolerance and understanding of people of all races, creeds, and colors and degrees, used his statesmanship and his powers to issue Executive Order 8002 and establish the Committee. I do not for a moment discount the impelling force of the March on Washington Committee in initiating and speed up President Roosevelt's act of statesmanship. But had he been the dictator some Americans of economic blackshirt stamp have called him, he would have dismissed the March on Washington Committee and ordered out troops and machine guns to stop such a March before it started. Had he been the wily politician of Machiavellian guile that some of his enemies brand him, he would have met the group with soft and winning smiles, he would have drafted an executive order full of weasel words instead of the plain, forthright, unvarnished order that is 8002. He would have chosen

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U.S.
PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE (1943-1946)
WAR MANPOWER COMMISSION
Washington, D. C.

#14

THE EMPLOYMENT OF NEGROES IN THE FEDERAL GOVERNMENT

Elmer W. Henderson

In response to widespread complaints of discrimination in employment against Negroes and other minority groups, the President issued Executive Order 8802, in June, 1941, which declared " . . . there shall be no discrimination in the employment of workers in defense industries or Government because of race, creed, color, or national origin . . ." This Order was followed by a letter in September, 1941, to the heads of all departments and independent establishments requesting that "immediate steps be taken to put into effect this policy of non-discrimination in Federal employment."

This report is an attempt to show the changes that have occurred in the employment of Negroes in the Government since the issuing of this order and to set forth the progress which has been made in carrying out its provisions.

Since its establishment, the President's Committee has recommended specific modifications in Civil Service rules and regulations and in employment procedures of the various government agencies and bureaus in an effort to reduce to a minimum if not to eliminate discriminatory practices. Some of these recommendations have been accepted and put into effect - notably, that all reference to race on government application-for-employment forms be removed. Our government has found it necessary, however, to relax the normal system of selecting federal personnel to meet the great and immediate demands of the principal war agencies. Thus, the discretion permitted appointing officers is greater than ever, making it extremely difficult to detect discriminatory actions. The President's Committee has had to rely, then, on the vigorous prosecution of proved cases of discrimination and the sincerity and determination of department heads in seeing that the Order is carried out.

The test of the effectiveness of the President's Order and of the Committee's work does not lie in the number of complaints of discrimination successfully adjusted nor in the profusion of rules and regulations which may gain adoption. The basic criterion of success lies in the number of Negroes who have actually gained employment with the Government and the spread of occupations in which they are engaged. To determine this, the President's Committee requested all government agencies to submit progress reports on the employment of Negroes at periodic intervals. The statistics obtained in these reports furnish the basis for the present survey.

U.S. Committee on fair employment practice (1943-1946) WM

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#15

EMPLOYER REPORT
OF CURRENT EMPLOYMENT AND ANTICIPATED REQUIREMENTS

JULY 1943

The regular operations of the USES of the War Manpower Commission demand the regular visiting of employers by the trained interviewers and field representatives of the local offices serving the communities. During one of such visits the interviewer secures sufficient detailed information to fill out, on his return to the local office, a complete report (Form ES-270) on the employer's current employment and anticipated requirements, data on the types of persons employed by color and sex, detailed occupational data on the requirements of the employer in occupations where a shortage of workers is interfering with the employer's activity, related data on accessions and separations in the establishment, and narrative comments on the employer's hiring practices, relationships with the Employment Service, training programs, etc.

WAR MANPOWER COMMISSION
REPORTS AND ANALYSIS SERVICE

7 2461 P1 of 26 bu cos wp

U.S. Committee on fair employment practice (1943-1946)

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#16

OPERATING AGREEMENT BETWEEN FEPC AND WMC

ON NON-DISCRIMINATION PROGRAM

Enforcement of policies promulgated by Executive Order No. 9346 of May 27, 1943, hereinafter called the Non-discrimination Order, calls for the closest possible cooperation between FEPC, which is responsible for the formulation and execution of policies under the Non-discrimination Order, and WMC, which is responsible for full utilization of the Nation's manpower in the prosecution of the war.

As the administrative machinery of WMC embraces the fields of training, placement, and utilization of manpower, where discriminatory employment practices are directly reachable in the course of the agency's daily operations, it is imperative that full utilization of the staff and facilities of WMC be made in the administration of Executive Order No. 9346.

It is the purpose of this agreement between FEPC and WMC to define the respective responsibilities of the two agencies and to establish operating procedures which will assure the most harmonious and expeditious enforcement of non-discrimination policies.

A. RESPONSIBILITIES OF FEPC

1. The Non-discrimination Order provides that:

(a) FEPC "shall formulate policies to achieve the purposes of this Order and shall make recommendations to the various Federal departments and agencies, and to the President, which it deems necessary and proper to make effective the provisions of this Order".

(b) "The Committee shall also recommend to the Chairman of the War Manpower Commission appropriate measures for bringing about the full utilization and training of manpower in and for war production without discrimination because of race, creed, color, or national origin."

(c) "All departments and agencies of the Government of the United States concerned with vocational and training programs for war production shall take all measures appropriate to assure that such programs are administered without discrimination because of race, creed, color, or national origin."

U.S. Committee on fair employment practice (1943-1946)

#17

For Immediate Release:
FRIDAY, AUGUST 13, 1943

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DEPARTMENT OF JUSTICE

Attorney General Francis Biddle today made public an exchange of letters with Mr. Lester B. Granger, Executive Secretary of the National Urban League.

Full text of the correspondence follows:

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#18

FIELD LETTER NO. 1

August 31, 1943

TO: Division of Field Operations

FROM: Will Maslow, Director

SUBJECT: Field Instructions and Field Letters

The Division of Field Operations will issue and maintain two separate sets of mimeographed memoranda. The first of these will be known as Field Instructions, a few of which you have already received. Field Instructions will be used in all instances where instructions of a permanent character are sent to the staff.

The second series of memoranda will be termed Field Letters. Field Letters will be used for notices, Division news items, and material which may later be converted into a field instruction.

Each member of the staff should keep for his own use a loose leaf binder containing the various Field Instructions and Field Letters.

It is hoped that by the above procedure we shall be able to build up an indexed operations manual and to keep such instructions separate from material of a temporary nature.

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#19

FILE: [illegible]

[illegible] 1, [illegible]

MEMORANDUM

TO: Division of Field Operations

FROM: Will Maslow, Director

SUBJECT: Entrapment of Employers

I feel confident that members of the staff have never engaged in the practice of seeking to entrap employers by suggesting that members of minority groups apply for employment, for the purpose of creating or strengthening cases of alleged discrimination.

To make this stable, however, the position of the Committee, you are hereby instructed that such practices are prohibited and that you are forbidden to obtain evidence or seek to obtain evidence of discrimination by such methods, directly or indirectly.

This of course does not mean that staff members may not or should not advise complainants or other agencies, private or Governmental, (1) that the Regional Office will receive and investigate complaints of discrimination, (2) about the type of evidence deemed necessary to support a charge of discrimination, (3) on the manner of filling out and filing complaint forms, or (4) on the scope of the Committee's jurisdiction and powers under Executive Order 9346.

U.S. Committee on fair employment practice (1943-1946)

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#20

DESIGNATION: Operating Instruction - Field No. 21
SUBJECT: Responsibility of the War Manpower Commission in the Utilization of Minority Groups

I. Purpose

The transfer of the President's Committee on Fair Employment Practice from the War Manpower Commission to the Executive Office of the President has occasioned an Operating Agreement between the two agencies. The responsibilities of the War Manpower Commission under this agreement, a copy of which is attached, require a statement of the definition of discrimination, the action to be taken by the War Manpower Commission to secure full utilization of minority groups, and the procedures for handling cases of discrimination.

II. Definition of Discrimination

The following definitions shall be used in implementing the procedures established in this instruction:

A. Discrimination by an employer or anyone acting as his agent or on his behalf, including a labor organization, is defined as:

1. The submission of hiring specifications which exclude from employment, limit employment of, or restrict employment to levels below their best skills or abilities of, occupationally qualified aliens or workers of a certain race, color, creed, or national origin.

2. The refusal to classify properly or to refer or hire, the limitation of upgrading opportunities, or the exclusion from in-plant training programs of, available occupationally qualified aliens or workers of a certain race, color, creed, or national origin; except that the refusal to hire available occupationally qualified workers because of lack of citizenship, in instances where an employer is engaged in production under "classified" or aeronautical government contracts, and where the government contracting agency has refused approval for the employment of such workers, shall not be considered discrimination if an effort to secure written consent for such employment has been denied by the head of the government department concerned.

B. Discrimination by a war production training agency is defined as the failure to admit to training courses available qualified persons because of race, creed, color, national origin, or lack of citizenship. Where separate training facilities for white persons and Negroes are required by state law, the failure to provide training courses for qualified Negro applicants in any occupation

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#21

BEFORE THE

PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE

In Public Hearings Held At Washington, D. C.

September 15 - 18, 1943

SUMMARY, FINDINGS AND DIRECTIVES

in re

CHESAPEAKE AND OHIO RAILWAY COMPANY

Issued by order of the President's U.S. Committee on Fair Employment Practice (1943-1946) November 18, 1943.

Malcolm Ross
Chairman

6-7305-C

U.S. Committee on fair employment practice (1943-1946)

#22

The article below by Frank R. Kent, columnist for the Evening Star, Washington, D. C. daily newspaper, appeared in its issue of Wednesday, September 22, 1943.

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* * * * * *

"The opinions of the writers on this page are their own, not necessarily The Star's. Such opinions are presented in The Star's effort to give all sides of questions of interest to its readers, although such opinions may be contradictory among themselves and directly opposed to the Star's.

* * * * * *

"THE GREAT GAME OF POLITICS"
--by Frank R. Kent.

It does seem that this is a poor time needlessly to stir up class conflict and race hatred. Particularly is it a poor time to do so in a way to handicap industries vital to the war effort-industries which are being prodded to greater production, pleaded with by Mr. Nelson and Mr. Wilson of WPB to put on more steam, warned by the President of the peril in "letting down."

Yet, it is difficult not to feel that the course one government agency is at present following is in conflict with the pleadings of Mr. Nelson and the warnings of the President. This agency is known as the President's Committee on Fair Employment Practices. Little has been printed about this committee. It was appointed, under pressure of various Negro organizations two years ago, but was reorganized and revived about two months ago. It is now headed by the Rt. Rev. Msgr. Francis Haas. There are three labor Members-John Brophy of the CIO, Milton P. Webster of the Brotherhood of Sleeping Car Porters and Boris Shishkin of the AFL. The other three members are supposed to represent industry. They are Miss Sarah Southall, superintendent of personnel and social service of the International Harvester Co., P. B. Young of the Norfolk Journal and Guide and Samuel Zeemurray, president of the United Fruit Co.

Program Seen Weighted.

One might think from its personnel that the committee is slightly weighted against industry and this notion is sustained by its program which has been recently revealed. For example, the committee last week summoned to Washington heads of twenty-odd railroads of the country and several railroad unions to answer charges of discrimination against Negroes in the matter of promotion as well as employment. In addition, a number of companies and firms engaged in highly important war work have been charged with discrimination because they segregate the white workers from the Negro workers.

Now, so far as the railroads are concerned, most persons are willing to give them credit for doing a very fine job under exceedingly difficult circumstances. They are burdened by the war travel and freight almost to the breaking point. Not in our history has any American industry

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#23

PRESIDENT'S U.S. COMMITTEE ON FAIR EMPLOYMENT PRACTICE (1943-1946)

OPENING STATEMENT BY BARTLEY C. CRUM, CHIEF COUNSEL
FOR THE FAIR EMPLOYMENT PRACTICE COMMITTEE, AT THE
RAILROAD HEARINGS, SEPTEMBER 15, 1943, WASHINGTON, D.C.

Members of the F.E.P.C.:

Some weeks ago I was honored by this appointment as special counsel. Since that time, my associates and myself have been engaged in the serious task of preparing this case for presentation to you. Necessarily, the amount of pertinent and factual evidence which we can present within the time allowed has been sharply limited.

Let the record show a fact fully understood by the members of this Committee: This proceeding is completely objective in intent. It has been our aim to remove the emotional from this hearing and to permit the hard facts to speak for themselves.

Let me emphasize, however, that we are not here merely to win a case. We are met here today -- all of us -- Management, Railway Labor, and the public, through the Government, endeavoring to seek out the essential and pertinent truths. We, on our part, wish with equal earnestness to present to you those truths without rancor and free from emotion.

But -- whether the facts hit Management, Labor, or even the Government itself, they will be developed and no fact will be suppressed or distorted because of its impact or temporary damage to any or all of the three groups involved.

It may perhaps be advanced that the President's Committee is committing an error in judgment in calling attention so to these matters during the crisis period of our national war effort, and in endeavoring to correct them. I can only say that it is our firm conviction that this issue must be faced during the war.

You will remember that in the Winter of 1918, this country faced an enemy abroad and at home, and it experienced such a serious breakdown of railroad transportation that over an entire week war production came to a dead stop for lack of coal to fire industry's boilers.

As today, the issue then arose concerning discrimination by the railroads against Negro workers. The protests that went up against raising that issue in 1918 were drowned in the wave of sentiment of the American people toward giving the Negro railway worker equal pay for equal work, so that he might meet his living costs and be retained in a condition of physical and mental health to keep the wheels rolling and the guns proceeding on their way to France.

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#24

STATEMENT

By

Monsignor Francis J. Haas, Chairman
U.S.
The President's Committee on Fair Employment Practice (1943-1946)
Washington, D. C.

For the National Conference of the
National Urban League

Chicago, Illinois - September 28 - October 2, 1943

The President's Committee on Fair Employment Practice, of which I have the honor to be the Chairman, extends most cordial greetings to the National Urban League and views this annual Conference as another great step forward in the League's career as one of the foremost organizations dedicated to upholding the democratic principles of our government.

In choosing as a theme for this conference "Victory Through Unity," the League has sounded the keynote of our struggle to protect the sort of civilization we want to prevail. But this was to be expected. Throughout the years of its existence, the Urban League has continuously striven to face the numerous problems in its field of activities with the broad, clear vision which cleaves through all existing barriers to focus on the ultimate solution.

Victory is the ultimate solution to the biggest problem before all of us today. Unity is the direct path to that solution. These are self-evident thruths.

The Committee on Fair Employment Practice, under the provisions of Executive Orders 8802 and 9346, seeks to help in achieving the complete unity which is indispensable. Established to implement the "policy of the United States that there shall be no discrimination in war employment because of race, creed, color or national origin," the Committee believes that the granting of equal opportunity to all for fullest participation in the war effort at their highest skills is an essential to the maintenance of a wholly united effort.

U.S. Committee on fair employment practice (1943-1946)

FIELD LETTER NO. 7

October 13, 1943

#25

X-HD 4903
.7154

TO: All Regional Directors

FROM: Will Maslow
Director of Field Operations

RE: Current Complaints Against Railroads and Railroad Unions

Because the Committee is now reviewing the record of its recent hearing involving the railroad companies, it is not advisable to process new complaints until the Committee issues its decision.

Accordingly, until further notice, all complaints both docketable and non-docketable, will be referred to the Director of Field Operations, after acknowledgement (using the form attached hereto as a guide) but without further investigation and without contact with the party charged.

Attachment

U.S. Committee on Fair Employment practice (1943-1946)

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WAR MANPOWER COMMISSION
REGION I
BOSTON 8, MASSACHUSETTS

#26

Joseph A. Smith
Regional Director

REGIONAL BULLETIN C-65
October 15, 1943

SUBJECT: Responsibility of the War Manpower Commission in the Utilization of Minority Groups.

I. Purpose

The transfer of the President's Committee on Fair Employment Practice from the War Manpower Commission to the Executive Office of the President has occasioned an Operating Agreement between the two agencies. The responsibilities of the War Manpower Commission under this agreement, a copy of which is attached, require a statement of the definition of discrimination, the action to be taken by the War Manpower Commission to secure full utilization of minority groups, and the procedures for handling cases of discrimination.

II. Definition of Discrimination

The following definitions shall be used in implementing the procedures established in this instruction:

A. Discrimination by an employer or anyone acting as his agent or on his behalf, including a labor organization, is defined as:

1. The submission of hiring specifications which exclude from employment, limit employment of, or restrict employment to levels below their best skills or abilities of, occupationally qualified aliens or workers of a certain race, color, creed, or national origin.

2. The refusal to classify properly or to refer or hire, the limitation of upgrading opportunities, or the exclusion from in-plant training programs or, available occupationally qualified aliens or workers of a certain race, color, creed, or national origin; except that the refusal to hire available occupationally qualified workers because of lack of citizenship, in instances where an employer is engaged in production under "classified" or aeronautical government contracts, and where the government contracting agency has refused approval for the employment of such workers, shall not be considered discrimination if an effort to secure written consent for such employment has been denied by the head of the government department concerned.

B. Discrimination by a war production training agency is defined as the failure to admit to training courses available qualified persons because of race, creed, color, national origin, or lack of citizenship.

III. Action to be taken by the War Manpower Commission to Secure Full Utilization of Minority Groups

A. State, Area, and local offices shall take specific action to insure that Negroes and other minority groups are reached on an equal basis in all recruitment programs. Because of past employment practices in the community, these groups may not respond readily to recruitment campaigns unless they are assured that their participation is not only desired but imperative to the war effort.

FEP-1
November 1943

#27

(U.S. UNITED STATES OF AMERICA
BEFORE THE PRESIDENT'S) COMMITTEE ON FAIR EMPLOYMENT PRACTICE (1943-1946)

Date of Filing_____, 194_ (Do not write in this space) Case Number_____

X-HD 4903.U54

COMPLAINT

Pursuant to Presidential Executive Order No. 8802, as amended by Executive Order No. 9346, the undersigned hereby charges discrimination in employment, on account of race, creed, color, or national origin, in war industries or Government service.

1. Party against whom complaint is made:

_____
(Name)

_____
(Street Address)

_____
(City) (State)

2. Type of party (Check one):

Private Employer---------- ☐
Government Agency--------- ☐
Training Agency---------- ☐
Labor Organization-------- ☐
Other (Specify)_____

3. Type of business:_____
(aircraft, employment agency, transit line, telephone, union, etc.)

4. Name of person discriminated against:

(Print) _____ Sex ☐ Male ☐ Female

5. Address (Print):_____
(Street) (City) (State)

6. Reason for discrimination (Place an X in appropriate box):

Negro---------- ☐
Chinese-------- ☐
Japanese------- ☐
Filipino------- ☐

Jew---------- ☐
Catholic---------- ☐
Jehovah's Witness----- ☐
Seventh Day Adventist- ☐

Mexican---------- ☐
German---------- ☐
Italian---------- ☐
Lack of citizenship- ☐

Other (Specify)_____

7. Type of discrimination (Place an X in the appropriate box):

Refusal to hire---------- ☐
Refusal to upgrade---------- ☐
Discriminatory wage differential- ☐
Discriminatory work assignment--- ☐
Discriminatory discharge--------- ☐
Discriminatory demotion---------- ☐
Refusal to train---------- ☐
Discriminatory hiring order------ ☐
Discriminatory application form-- ☐
Discriminatory want-ad---------- ☐
Refusal to release---------- ☐

Refusal to register---------- ☐
Discriminatory classification----- ☐
Refusal to refer---------- ☐
Union refusal to issue work permit ☐
Union refusal to refer---------- ☐
Union refusal to admit to full membership---------- ☐
Union refusal to grant seniority-- ☐
Other union discrimination (Specify)_____
Other (Specify)_____

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U.S. Committee on fair employment practice (Office 1946)

FIELD LETTER NO. 8

November 15, 1943

#28

TO: All Regional Directors

FROM: Will Maslow
Director of Field Operations

RE: WMC Non-Discrimination Procedures in Region II

Mrs. Anna Rosenberg, WMC Director in Region II has issued a statement of the regional policies and procedures on non-discrimination, a copy of which is attached.

Because this statement represents an advance over the national one (See Field Instruction No. 4) and because FEPC Regional Directors may wish to call it to the attention of other WMC Regional Directors, the following features of the statement are noted:

1. The USES in Region II will not refer applicants to employers or training agencies who by order specification, pattern of rejections, or other hiring practices discriminate against minority groups. (II A 2, page 2).

2. WMC in Region II will suspend or deny its services to a discriminatory employer or training agency when FEPC certifies that it has been discriminating. (II A 3, page 2).

3. The non-discrimination policy is geared to WMC's stabilization program which by regulation (Sec. 907.4j) contains a non-discrimination clause. Hence WMC in Region II on its own motion may refuse all WMC service, (II E, page 4) to a discriminatory employer.

4. WMC in Region II will instruct its employees that whenever necessary to assist an employer to correct previous discriminatory practices "the USES should make a conscious effort to refer qualified workers from applicants of the minority previously barred." (III B, page 6).

5. The regional definition of discrimination is broadened to include wage differentials based upon race, etc. (II B 1 b, page 3), and the term "evidence" of discrimination (National Instruction IV A 1 f) is defined so as to include "repeated complaints of applicants, ...or "repeated failure to hire qualified applicants who belong to a minority group." (IV A, page 11).

6. Finally, the statement lists in detail the duties of the Regional Liaison Official (X, page 15) who is responsible for regional WMC cooperation with FEPC.

6-7219-WP

November 22, 1943

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U.S.

#29

PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE (1943-1946)

REGIONAL DIRECTORY

REGION I	Maine Vermont New Hampshire Massachusetts Connecticut Rhode Island	EDWARD H. LAWSON, Acting Regional Director Room 5420 Empire State Building 350 Fifth Avenue New York City Murrayhill 3-6800
REGION II	New York	EDWARD H. LAWSON, Regional Director Room 5420 Empire State Building 350 Fifth Avenue New York City Murrayhill 3-6800
REGION III	Pennsylvania New Jersey Delaware	C. JAMES FLEMING, Regional Director Room 804 Stephen Girard Building 21 South 12th Street Philadelphia, Pennsylvania Rittenhouse 9420
REGION IV	District of Columbia Maryland West Virginia North Carolina Virginia	FRANK E. HOOK, Regional Director Room 413 1006 U Street, N. W. Washington, D. C. Executive 4660 - Extension 2179
REGION V	Ohio Kentucky Michigan	WILLIAM T. McKNIGHT, Regional Director U60 Union Commerce Building East 9th Street and Euclid Avenue Cleveland, Ohio Cherry 7900
(Sub-Office)	(Michigan)	EDWARD M. SWAN, Examiner-in-Charge 944 Penobscot Building Griswold and Fort Streets Detroit, Michigan Randolph 2808
REGION VI	Illinois Indiana Wisconsin	ELMER W. HENDERSON, Regional Director Room 308 226 West Jackson Boulevard Chicago, Illinois Andover 3600 - Extension 192

Copy of "Smith Committee"
Exhibit No. 462.

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#30

BEFORE THE PRESIDENT'S U.S. COMMITTEE ON FAIR EMPLOYMENT PRACTICE (1943-1946)

Chronological Summary of Developments

in

PHILADELPHIA TRANSPORTATION COMPANY and PRT EMPLOYEES' UNION CASES

(Filed with the "Smith Committee" at hearings held Jan. 11, 1944.)

6-7389-NOBU-C

U.S. Committee on fair employment practice
" (1943-1946)

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#31

LIST AND INDEX OF ESSENTIAL ACTIVITIES

FEBRUARY 1944

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War Manpower Commission
PAUL V. McNUTT, Chairman
Washington 25, D. C.

+

UNITED STATES GOVERNMENT PRINTING OFFICE • WASHINGTON : 1944

U.S. Committee on fair employment practice
(1943-1946)

#32

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THE PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE

ITS BEGINNING AND GROWTH

AND

HOW IT OPERATES

The President's Committee on Fair Employment Practice
Division of Review and Analysis
Washington, D. C.
March, 1944

X- HD 4903
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#33

BEFORE THE SELECT COMMITTEE TO INVESTIGATE

EXECUTIVE AGENCIES (H. RES. 102)

In the Matter of the Complaint Against the

PRESIDENT'S COMITTEE ON FAIR EMPLOYMENT PRACTICE (1943-1944)

THE RAILROAD CASES

Statement by

Malcolm Ross, Chairman

President's Committee on Fair Employment Practice

March 13, 1944

Washington, D.C.

6-7500-0-:

U.S. Committee on fair employment practice (1943-1946)

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#34

WAR SHIPPING ADMINISTRATION

WASHINGTON

ADMINISTRATOR

April 8, 1944

Mr. Malcolm Ross
Chairman, President's Committee
on Fair Employment Practice
Washington, D. C.

My dear Mr. Ross:

This will refer to your letter of March 28, 1944 relative to the practices which the War Shipping Administration has followed from time to time with regard to assignment of seamen to agents of the War Shipping Administration and the Maritime trade unions.

The Recruitment and Manning Organization has developed a system of assignment that parallels the dispatch system of the maritime trade unions: rotary assignment. Under the rules of this system seamen are placed on the assignment rolls in the order in which they register for employment at the offices of the War Shipping Administration, without regard to race, creed, or color, and are assigned to the agent or the union making the request for supplemental manpower in the order in which their names appear on the register, subject to the sailing of the vessel on schedule, maintenance of the authority of the master, applicable statutes, security regulations, and rules governing the operation of merchant vessels in the war.

Deviations from the rotary assignment system have been authorized and made (1) to accelerate the employment of minority groups, and (2) to obtain full utilization of manpower. The former has been found necessary to prevent delays in the sailing of ships, and the latter essential to continuous operation.

The President's Committee has requested us to decline to honor any request for seamen which contains limitations upon race, color, creed, or national origin. With respect to seamen, the problem of national origin is controlled by statutes and security regulations, and must be dealt with separately in the light of those requirements. With respect to race, color, or creed, the War Shipping Administration will comply with your request to the fullest extent practicable without delaying ship movements or interfering with the effective utilization of vessels in the prosecution of the war.

U.S. Committee on fair employment practice (1943-1946)
X-HD 4903
.U54

MEMORANDUM

April 12, 1944

#35

TO: Malcolm Ross, Chairman

FROM: Will Maslow, Director of Field Operations

RE: U. S. Cartridge Company, 10-BR-13

Under Secretary Patterson in his letter of April 6, 1944 admits that 478 more Negroes (811 minus 333) were laid off by the U. S. Cartridge Company in November, 1943 than would have been laid off had a system of plant-wide seniority been followed. He also concedes that during the remaining period in February, 1944, certain Negro workers were not recalled who would have been rehired had plant-wide seniority been followed. The Under Secretary attempts to justify this admitted discrimination by three claims:

1. The lay-offs "were accomplished so as to maintain as nearly as possible, the same percentage of colored to white workers after the cutbacks as existed theretofore."

2. Had plant-wide seniority been followed, an unusually high percentage of colored workers in certain skilled classifications such as foremen, millwrights, machinists, supervisors, etc., would have been laid off, leaving an insufficient number of colored employees to permit the operation of Bldg. 202 as a segregated all-Negro unit.

3. The Company plan for the lay-off was "approved" by Mr. Lewis Clymer (colored) in August, 1943 when "in accordance with the working agreement between the War Manpower Commission and the Fair Employment Practice Committee, Mr. Clymer was the Committee's authorized local representative."

These three points are discussed below:

1. Maintaining a Negro-white quota.

On November 15, 1943, according to The Under Secretary's figures, Negro workers in the plant numbered 3824 or 12.5% of the 30,414 workers employed. On March 29, 1944, the number of Negroes had dropped to 1745 out of 16,998 or 10.3%. Thus the same percentage of colored to white workers was not maintained. Had it been, the total number of Negroes employed on March 29, 1944 would have been 2025 instead of 1745, an unnecessary lay-off of 380 Negro employees.

2. The necessity of maintaining the segregated unit.

This justification for the lay-off is inconsistent with the other claim, namely, that an effort was made to maintain the existing Negro-white ratio. If it were merely a matter of preserving a quota, then it would seem that lay-offs could have been made from the white unit and the Negro unit without altering the ratio of colored to white employees which existed before the cutbacks. According to this second argument, however, adherence to a plant-wide seniority basis would have made the operation of the segregated unit impossible by the forced lay-off of Negro skilled workers.

X-HD 4903
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U.S. Committee on fair employment practice (1943-1946)

A Statement by the Most Reverend Francis J. Haas, Bishop of Grand Rapids, and former Chairman, President's Committee on Fair Employment Practice, to the International Labour Conference at Philadelphia, May 11, 1944.

#36

"I have the honour to support the motion of Mr. Wauters, and, as a citizen of the United States, I do so with full consciousness of certain embarrassing facts. First, we in the United States have within our boundaries, and mind you, not in distant colonial lands, a tenth of our whole population to whom the other nine-tenths of us deny in varying degrees the exercise of their full rights as human beings. The vast majority of us subject some 13,000,000 Negroes, endowed by Almighty God with an origin and destiny no less sacred than our own, to various forms of discrimination, all ending in the same result - that these oppressed people are treated less than men and women.

"I beg your indulgence to digress for only one moment to say that one indicated remedy for this intolerable condition within our country is Congressional action, establishing an agency which would assure as a minimum economic equality. Further, I am happy to say that growing sentiment manifests itself for the creation of such an agency - that is, a permanent Fair Employment Practice Committee. To be sure, this is not a matter for I.L.O. action, and I mention it only to illustrate the awkward position in which a citizen of the United States finds himself when he supports any measure urging other nations than the United States to abolish such evils as forced labour in their territorial possessions.

"Having said this, I feel free to rise to support the Report of the Committee of which I am a member. In all frankness, the 46 Articles of the Report effect primarily the nations with colonial possessions, or what are popularly called "the imperialist nations". I am not one of those who hold that imperialism has brought no benefits whatsoever to mankind. Nevertheless, however one may feel about imperialism, it cannot be denied that imperialism is endeavoring to put its house in order. Whether it is doing so because death is staring it in the face is something that need not be debated now. It is the fact that the countries with empires are making more and more effort to take the peoples of their dependencies into partnership with themselves, and to accord to them greater and greater measure of their God-given prerogatives.

"The 46 Articles of the Committee's Report fall considerably short of the ideal, notably in their failure to provide for inspection. I for one should like to see the Articles and the other paragraphs of the Report much more forthright than they are. But while holding to the ideal, we must also be reasonably practical. And without saying any more I second the motion made by Mr. Wauters."

U.S. Committee on Fair employment practice (1943-1946)

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#37

May 31, 1944

Mr. E. M. Dealy
President
Dallas Morning News
Dallas, Texas

Dear Sir:

Mr. Leonard M. Brin, Regional Director of the Dallas office of the President's Committee on Fair Employment Practice, has advised the Committee of the circumstances surrounding the position which he took in connection with an advertisement appearing in the Dallas Morning News, in which the newspaper advertised for a "colored man" to work at night as one of its paper handlers.

The Committee desires to make it clear that it recognizes that its jurisdiction under Executive Order 9346 is limited to obtaining elimination of discriminatory employment practices in war industries and in Federal Government services based upon race, creed, color, or national origin. The Committee recognizes, moreover, that it has the responsibility to determine what are "war industries" as that term is used in Executive Order 9346, and that there may be honest differences of opinion as to whether a particular enterprise should be classified as a war industry.

The Committee's Regional Directors have in the past been advised that the War Manpower Commission's list of essential activities might be used as a guide to determine whether an activity is a "war industry" and so subject to the provisions of Executive Order 9346. For the past several weeks the Committee itself has been attempting to compile a list of its own, in order that its Regional Directors might have instructions directly applicable to FEPC jurisdiction. Mr. Brin, however, had before him the War Manpower list which cites newspapers as essential activities, and it was on this basis that Mr. Brin drew the conclusion that the employment practices of the Dallas Morning News were subject to the provisions of Executive Order 9346.

ADVANCE RELEASE --------- ADVANCE RELEASE #38
X-HD 4903
.U54

PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE (1943-1946) NB-2605

ADVANCE RELEASE:
For Use After 3 P.M., EWT.,
Sunday, June 18, 1944

Cleared and Issued
Through Facilities of the
Office of War Information

Text of address by Malcolm Ross, Chairman of the President's Committee on Fair Employment Practice, before the Baltimore Branch of the National Association for the Advancement of Colored People, at the Sharp Street Memorial Church, Baltimore, Md., at 3 P. M., EWT, Sunday, June 18, 1944.

The invasion of Hitler's Fortress Europe has begun. The Allied goal is respect for the rights of man. In Normandy our fighting men are defending those rights with their lives. We here at home are entrusted with the responsibility of seeing that the things for which they fight are realities for all of our people.

These things are realities only when they are within the everyday experience of all Americans. Freedom of religion means nothing to a man who is unable to worship because his beliefs are unpopular. Freedom of speech means nothing if the honest protests of the people are silenced. The right to work is a mockery if the job is a blind alley sealed by discriminatory customs and taboos.

In the battle of production there must be a single purpose. That purpose is defeating the enemy, destroying his physical power, and uprooting his immoral and arrogant assumption that one race of Herrenvolk was born to tyrannize over all others. We now know that the enemy will be defeated by our fighting strength. But the enemy's theories of racial superiority cannot be blasted with gunpowder. Such beliefs die only when exposed to the glare of intelligence and human decency. We know that we cannot defeat inhuman ideas underlying the Axis unless, in our own country, we ourselves rise superior to the doctrines of hated and rule by force. In specific terms, our own country must accord proper treatment to the 30,000,000 of our citizens who are our so-called minorities.

The FEPC was established by Executive Order to take care of the industrial aspects of the disease of discrimination. In this regard we have found that our own nation was not well. You in Baltimore do not need to be reminded of long lines of waiting men outside the shipyards, the airplane factories, and the machine shops when the defense program began. It is a sad episode in the history of a great nation to recollect that whether Negroes were at the beginning or the end of such lines--in those days--they were frequently turned down in spite of their qualifications.

(over)

X-30834

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#39

STATEMENT OF DR. CARLOS E. CASTANEDA, SPECIAL ASSISTANT TO THE CHAIRMAN, PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE, BEFORE SENATOR CHAVEZ'S SUBCOMMITTEE OF THE SENATE EDUCATION AND LABOR COMMITTEE, HEARING S. 2048, A BILL TO PROHIBIT DISCRIMINATION IN EMPLOYMENT BECAUSE OF RACE, CREED, COLOR, NATIONAL ORIGIN, OR ANCESTRY
SEPTEMBER 8, 1944

For more than twenty years I have been interested in the problems arising from the various forms of discrimination against the Spanish-speaking people of the Southwest. I have been an active member of the League of United Latin American Citizens, Loyal Latin American Citizens, the Catholic Association for International Peace on its Committee on Inter-American Relations, The Southwestern Committee on Latin-American Culture, The Inter-American Bibliographical and Library Association, and other national and international associations interested in the promotion of better relations and understanding between Anglos and Latin- Americans.

I was appointed Senior Fair Practice Examiner in Region X, comprising the States of Texas, New Mexico and Louisiana, on August 23, 1943, and was made Acting Regional Director in charge of the Dallas office until December 17, 1943, when I was made Special Assistant to the Chairman on Latin-American problems, in which capacity I have served the Committee since that time.

Our Spanish-speaking population in the Southwest, made up almost entirely of American citizens of Mexican extraction and Mexican nationals are ill-dressed, ill-fed, ill-cared for medically, and ill-educated, all because of the low economic standard to which they have been relegated as the result of the general policy of restricting their employment and utilization to the lowest paid, least desirable, and most exacting jobs from the physical standpoint. Not only have they been restricted to the lowest bracket jobs, but even in these jobs they have been paid wages below the minimum of sound and tested going rates in all the various industries in which they have been employed.

In the investigation of complaints filed with the President's Committee on Fair Employment Practice involving discrimination against Spanish-speaking Latin-American citizens of Mexican extraction and Mexican nationals, I have visited the States of Arizona, California, Colorado, New Mexico, and Texas and I have had an opportunity to study conditions at first hand. I have gathered statistics that reveal the magnitude of the problem insofar as it affects what is the largest underprivileged minority group in the Southwest.

In the State of Arizona, according to the 1940 census, there is a total population of 449,261, of which about 30 percent are persons of Mexican extraction. Of the 160,000 Spanish-speaking persons of Mexican extraction, only 24,902 are foreign-born Mexican nationals. The mining industry in Arizona normally employs between 15,000 and 16,000 men. The percentage of Mexicans, that is American citizens of Mexican extraction in the main, is over 50 percent on an average and in many mining centers it runs as high as 80 percent. In round figures there are between 8,000 and 10,000 persons of Mexican extraction employed in the mining industry in Arizona. Their employment is restricted, [illegible] skilled jobs and even the urgent

U.S. Committee on fair employment practice (1943-1946)

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#40

NEW FRONTIERS IN DEMOCRACY

An Address Delivered at the Annual Meeting of the St. Paul Urban League, St. Paul, Minnesota, September 21, 1944, by George M. Johnson, Deputy Chairman, President's Committee on Fair Employment Practice

My remarks tonight are addressed primarily to that growing body of Americans of every race, color, creed, and national origin, which recognizes that this nation will never be truly democratic until each individual in every segment of its population has an equal opportunity for full citizenship. I know as well as you do that there are American citizens, many of considerable influence, who are opposed to the extension of full citizenship rights to all loyal citizens. I have talked with many of them and reflecting on some of their undemocratic utterances, I have come to the conclusion that whether they are motivated by selfishness and unwarranted fears or by perfidy, they are unwilling at this time to assist in the establishment of a full-fledged democracy in this country. To put it bluntly, these persons do not want a democracy, if it means the abolition of all policies and practices which serve to relegate a large segment of our population to the status of second class citizens solely because of race.

I say that my remarks are not addressed to those persons who do not want this country to be a full-fledged democracy, but rather to those who sincerely desire to see democracy work in this country and who believe that it is perfectly consistent with our form of government to take appropriate steps to eliminate second-class citizenship.

The topic assigned to me, "New Frontiers in Democracy," is indeed a challenging one. Normally, I suppose, we think of a frontier of a country in the geographical sense - that portion of the land which lies between the civilized and the unsettled region. Geographically speaking, the genius of America has penetrated and civilized the last of the nation's frontiers.

America, however, consists of more than its geography, its mountains, valleys, plains, deserts, forests, rivers and lakes. When we speak of frontiers in democracy, we think of this nation in a socio-political sense, and in this sense America consists of the principles of government conceived by the founding fathers who wrote the Declaration of Independence - the principles expressed in our Federal Constitution, its Amendments and the laws of Congress passed pursuant thereto. This nation is a democracy because the basic principles by which it is governed are democratic.

The frontiers in this democratic government of ours are to be found in those areas of its political, social and economic life in which we find policies and practices which are in conflict with basic democratic principles. Unlike our geographical frontiers, the genius of America has not as yet been able to "civilize" many of our socio-political frontiers. This observation has special application to Negro-white relationships.

The struggle of the American Negro and his liberty-loving white friends to establish real democracy in the field of race relations, has not

U. S. Committee on Fair Employment Practice (1943-1946)

THE PLACE OF NEGRO WORKERS IN THE POST-WAR WORLD

X-HD 4903
.N54

#41

Address by the Honorable Malcolm Ross, Chairman of the President's Committee on Fair Employment Practice before the Annual Conference of the National Urban League at the Shiloh Baptist Church, Columbus, Ohio, Sunday, October 1, 1944 at 3:00 P. M. CWT.

It is with a deep sense of responsibility that I arise to speak to this important meeting of the Urban League. The object of this conference, I suppose, is to confer. If each of you, and I, were in any room alone, you would not think it much of a conference if I did all the talking. Nevertheless, under the rules of "guest speaker" as the game is played, I must stand here and talk to you for half an hour. And you, unless you exercise your constitutional right of going outside for a breath of fresh air, must listen. I think, however, that we may soften the impact of one-sided oratory--and preserve the spirit of conferring together--if you will accept my assurances that I am not speaking at you, but rather that I am trying to think through with you a problem about which the President's Committee on Fair Employment Practice has some practical knowledge.

The problem concerns the place which Negro workers are to occupy in the post-war world. It is not too early to examine that question. In point of fact, whatever has been done in the past three years toward utilizing Negro skills in the war effort has already had its effect on the post-war position of Negroes in the American industrial democracy. There is no conflict here between winning the war and winning the peace. For we know that to use fully all available Negro work energy, now, is at one and the same time to shorten the war and to set patterns for post-war employment. The reverse is true. The less we integrate Negro workers, now, into the American working force, the greater difficulty we shall have in doing so later.

Let me remind you that a step in post-war planning was taken in 1940 when Congress, in extending the Civil Service Classification Act, forbade discrimination against any person on account of race, creed, or color. And that a blueprint for the future was drawn on June 25, 1941 when President Roosevelt affirmed non-discrimination as national policy by signing Executive Order 8802. That was six months before Pearl Harbor, yet the opening up of defense job opportunities for Negroes at that time cannot be viewed as an isolated historical event without influence on the lives of the men and women of the future. A policy was announced. A step taken. Thereafter the patterns of Negro employment, in war or peace, could not remain the same. A hope was held out. Men and women grasped it. Here it succeeded. There it failed. Great migrations took place from farms to war centers. War production needs created a vacuum which drew tens of thousands of Negro families into new places. There they are today. Shall a third of them return home after the war? Or a half? How well will they get on with their white neighbors in the places of their adoption? Will jobs be available--skilled jobs for the skilled of whatever race or color? Or will prejudice and circumstance contrive to produce an unfair distribution of the opportunities for full living which post-war America is determined to create by the force of her abounding energy and resourcefulness?

We must not wait for the future to give us the answer to those questions. What is done during the next year in the field of industry, labor and

U.S. Committee on fair employment practice (1943-1946)
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#42

WAR MANPOWER COMMISSION
REGION II

Statewide | S (44) 10
10/18/44 | Transmittal Memo

To: AREA DIRECTORS
SUPERINTENDENTS
MANAGERS

Re: DISCUSSION OUTLINES ON NON-DISCRIMINATION

The In-Service Training Section has prepared a series of five discussion outlines based on the revised Non-Discrimination Policy and procedures issued as Section II 12000-12999 of this Manual. This memorandum transmits the first two outlines of this series. The other three outlines will be issued shortly.

Arrangements should be made for the early scheduling of training sessions directed towards a better understanding of the Policy and its implementation. Training Assistants are available in each area to assist managers in training staff.

Anna M. Rosenberg
Regional Director

Transmitted	Superseded
VI 2(12)11 2(12)12 2(12)13 2(12)17	Discussion Outline on Non-Discrimination dated November 18, 1943

U.S. Committee on fair employment practice (1943-1946)

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#43

WAR MANPOWER COMMISSION
Region II

Statewide S (44) 11
10/19/44 Transmittal Memo

To: AREA DIRECTORS
SUPERINTENDENTS
MANAGERS

Re: NON-DISCRIMINATION
INTERPRETATIONS - GENERAL
SEGREGATION

This memorandum transmits two additional interpretations of the Non-Discrimination Policy relating to the subject of segregation in employment.

The following notations should be inserted in proper order on page 3 of the Table of Contents for Part II, Section 12000-12999:

Segregation- 12415 (S)
Segregation on Premises- - - - - - - - - - - - - - - 12415-1 (S)
Segregation by Occupation- - - - - - - - - - - - - - 12415-2 (S)

Anna M. Rosenberg
Regional Director

Transmitted	Superseded
II 12415 12415-1 12415-2	None

U.S. Committee on Fair employment practice (1943-1946)

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.U54

WAR MANPOWER COMMISSION

Statewide | REGION II | S (44) 13
10/20/44 | Transmittal Mem 2

#44

To: AREA DIRECTORS
SUPERINTENDENTS
MANAGERS

Re: DISCUSSION OUTLINE ON NON-DISCRIMINATION

This memorandum transmits Unit 3, "ES 510, Report of Discriminatory Hiring Practices", the third in the series of five discussion outlines prepared by the In-Service Training Section based on the revised Non-Discrimination Policy and procedures issued as Section II 12000-12999 of this manual.

The purpose, preparation, and distribution of the ES 510 report is explained in this outline.

Anna M. Rosenberg
Regional Director

Transmitted	Superseded
VI 2(12)13	Discussion Outline on Non-Discrimination dated November 18, 1943

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.U54

U.S. Committee on fair employment practice (1943-194

WAR MANPOWER COMMISSION

Statewide	REGION II	S (44) 14
10/30/44	Transmittal Memo	

#45

To: AREA DIRECTORS
SUPERINTENDENTS
MANAGERS

Re: DISCUSSION OUTLINE ON NON-DISCRIMINATION

This memorandum transmits the two final units in the series of five discussion outlines prepared by the In-Service Training Section based on the revised Non-Discrimination Policy and procedures issued as Section II 12000-12999 of this Manual.

The outlines submitted are:

Unit 4 - "Problems in Selection and Referral Under the Non-Discrimination Policy"
Unit 5 - "Best Methods of Dealing with Cases of Discrimination".

Anna M. Rosenberg
Regional Director

Transmitted	Superseded
VI 2(12)15 VI 2(12)16	None

X- HD 4903
.N54

#46

FIELD LETTER 4-A

April 29, 1944

TO: All Regional Directors

FROM: Will Maslow
Director of Field Operations

RE: Bibliography on the Negro in Industry

Attached hereto is a bibliography on the Negro in Industry, compiled by the Division of Review & Analysis. Additional copies will be sent you if requests for such information are received by you from the public.

U.S. Employment Service (1943-1946)

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#47

FIELD LETTER No. 6-A
(See also R.D.'s Nos. 98 & 109)

TO: All Regional Directors

FROM: Will Maslow
Director of Field Operations

RE: Operational Statistics for
April, 1944

Attached you will find the Operational Statistics for April 1-30, 1944, together with a Summary which points out certain trends of the last four months.

This material was prepared by the Division of Review and Analysis.

Attachment

U.S. Committee on Fair Employment practice (1943-1946)

#48

X-HD 4903
.U54

FIELD LETTER No. 6-A
(See also R.D.'s Nos. 98 & 109)

TO: All Regional Directors

FROM: Will Maslow
Director of Field Operations

RE: Operational Statistics for
April, 1944

Attached you will find the Operational Statistics for April 1-30, 1944, together with a Summary which points out certain trends of the last four months.

This material was prepared by the Division of Review and Analysis.

Attachment

U.S. Committee on fair employment practice (1943-1946)

#49

X-HD 4903
.U54

FIELD LETTER No. 6-A
(See also R.D.'s Nos. 98 & 109)

TO: All Regional Directors

FROM: Will Maslow
Director of Field Operations

RE: Operational Statistics for
April, 1944

Attached you will find the Operational Statistics for April 1-30, 1944, together with a Summary which points out certain trends of the last four months.

This material was prepared by the Division of Review and Analysis.

Attachment

U.S. Committee on fair employment practice
" (1943-1946)

X-HD 4903
.U54

FIELD LETTER NO. 6B

JULY 1, 1944

#50

TO: ALL REGIONAL DIRECTORS

FROM: Will Maslow
Director of Field Operations

RE: Operational Statistics for
May, 1944

Attached you will find the Operational Statistics for May 1-31, 1944.

This material was prepared by the Division of Review and Analysis. The comments in the Summary are those of the Division of Field Operations.

Attachment

U.S. Committee on fair employment practice (1943-1946)

X-HD 4903
.U54

#51

FIELD LETTER NO. 6C

July 22, 1944

MEMORANDUM

TO: All Regional Directors

FROM: Will Maslow, Director of Field Operations

SUBJECT: Operational Statistics for June, 1944

Attached hereto are the operational statistics for June 1 - 30, 1944 with Summary as prepared by the Division of Review and Analysis.

U.S. Committee on fair employment practice
(1943-1946)

#52

X-HD 4903
.U54

FIELD LETTER NO. 6D

AUGUST 12, 1944

TO: ALL REGIONAL DIRECTORS

FROM: Will Maslow, Director of Field Operations

SUBJECT: Operational Statistics for July, 1944

Attached hereto are the operational statistics for July 1 - 31, 1944 with Summary as prepared by the Division of Review and Analysis.

U.S. Committee on fair employment practice (1943-1946)

H53

X-HD 4903
.2154

FIELD LETTER NO. 6E

August 30, 1944

TO: All Regional Directors

FROM: Will Maslow
Director of Field Operations

RE: Case Load Activity by Month

Attached hereto are tables prepared by the Division of Review and Analysis showing case activity by month and by region from January 1, 1944 to June 30, 1944. You should compare the record of your office with that of the other regions to determine if there are objective reasons for case activity inferior to that of other regions.

Attachment

U.S. Committee on fair employment practice
" (1943-1946)

#154

X-HD 4903
.U54

Field Letter No. 6-G

October 25, 1944

TO: Regional Directors

FROM: Will Maslow
Director of Field Operations

RE: Operational Statistics for
September 1944

Attached you will find the Operational Statistics for September 1 - 30, 1944, with Summary as prepared by the Division of Review and Analysis.

Attachment

U.S. Committee on fair employment practice
" (1943-1946)

#55

X-HD 4903
.U54

Field Letter No. 6-H

October 28, 1944

TO: All Regional Directors

FROM: Will Maslow
Director of Field Operations

RE: Operational Statistics, January - October 1944

Attached hereto are a series of tables showing the number of cases docketed, closed, and satisfactorily adjusted by month and by region, together with a table showing the regional case load month by month and a summary table for all regions.

Attachments

#56

U.S. Committee on fair employment practice (1943-1946)

X-HD 4903
.U54

Field Letter No. 61

November 24, 1944

TO: All Regional Directors

FROM: Will Maslow
Director of Field Operations

RE: Operational Statistics, October 1944

Attached hereto are the case statistics for the month of October together with an excellent summary, prepared by the Division of Review and Analysis. Note particularly Table 7 which gives the active regional case loads.

Those regions whose averages are below the national averages should examine their procedures critically to determine the reasons for falling behind.

Attachment

U.S. Committee on fair employment practice
(1943-1946)

#57

X-HD 4903
.U54

Field Letter No. 8-A

October 21, 1944

TO: All Regional Directors

FROM: Will Maslow
Director of Field Operations

RE: WMC Non-Discrimination Procedures in Region II

Attached hereto is the revised statement of the non-discrimination policies and procedures of Region II of War Manpower Commission issued October 2, 1944. Note particularly that WMC in this region regards "segregation in employment" as discriminatory (Sec. 12005). The entire statement is so comprehensive it deserves careful study by you and your staff.

Attachment
Office Copy Only

U.S. Committee on fair employment practice (1943-1946)

#158

X- HD 4903
.U54

FIELD LETTER NO. 10A
(See also F.L. No. 17)

TO: All Regional Directors

FROM: Will Maslow
Director of Field Operations

SUBJECT: Attached Material on Manpower

Attached you will find excerpts taken from the War Manpower Commission's report on manpower in the landing craft industry, the tire cord and tire fabric industry, and the shipbuilding industry. These should be added to your present file. The material is secret and confidential but it will serve as a basis for backing up the "manpower argument" when dealing with employers.

Attachment

Initiated by:

John A. Davis
Director of Review and Analysis

U.S. Committee on fair employment practice (1943-1946)

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.U54

#159

Field Letter 10B
September 13, 1944

TO: ALL REGIONAL DIRECTORS

FROM: Will Maslow
Director of Field Operations

RE: Summaries of WMC Manpower Problems
In Critical War Industries.

Attached hereto are summaries of WMC confidential studies of the manpower problem in critical war industries, prepared by the Division of Review and Analysis.

In accordance with Field Letters 10 and 17, these are sent to you in order to relate discrimination against minority group workers with acute manpower needs. You will note that the lumber industry and cotton textile industry, where there is widespread discrimination against Negroes, are included in these reports.

Initiated by John A. Davis
Director of Review and Analysis

Attachment

U.S. Committee on fair employment practice (1943-1946)

#60

FIELD LETTER No. 11-A
(See also FL No. 22)

June 17, 1944

TO: ALL REGIONAL DIRECTORS

FROM: Will Maslow
Director of Field Operations

RE: State Legislation

The enclosed material will be of interest.

Initiated by John A. Davis
Director of Review and Analysis

RA - 11

U.S. [illegible] employment practice (1943-1946)

X-HD 4903
.U54

#61

Field Letter No. 12-A

May 16, 1944

TO: All Regional Directors

FROM: Will Maslow
Director of Field Operations

RE: WMC Reports

Attached you will find copies of a report dated March 1944 on the placement of Negroes in skilled occupations prepared by the War Manpower Commission.

Attachment

Initiated by John A. Davis
Director of Review and Analysis

U.S. Committee on fair employment practice (1943-1946)

X-HD 4903
.U54

#62

Field Letter No. 22-A

September 21, 1944

TO: All Regional Directors

FROM: Will Maslow
Director of Field Operations

RE: State Legislation Forbidding
Discriminatory Employment Practices

Attached hereto is a revision of our circular on State Legislation Forbidding Discriminatory Employment Practices. (See R. D. 77 and Field Instructions Nos. 11 and 22.)

Attachment

U.S. Committee on fair employment practice (1943-1946)

FIELD LETTER NO. 24

April 17, 1944

#63

X-HD 4903
.U54

TO: All Regional Directors

FROM: Will Maslow
Director of Field Operations

RE: WMC Budget Control Plan

The following description of the WMC Budget Control Plan and its correlation to the FEPC program should be of use.

War Manpower Commission has classified the entire country into areas according to the available labor supply within each area. Those portions of the country having the tighest labor market are labeled Group I Areas, i.e., those of current acute labor shortage, and in these WMC has a plan in operation known as the Budget Control Plan. Plants within this area are given priority ratings according to the strategic importance of the products which they manufacture.

In Group I Areas, where plants generally are not able to employ the full quota of workers which they need for operating at full capacity, the number of workers allocated by WMC to any particular plant is determined on the basis of its priority rating. Workers are referred to the plant over a given period of time instead of all at once, depending upon the production schedule to be met by the plant, the labor supply available in the area, and the needs of other plants. This Plan prevents any one plant from draining the labor market at a particular time and ensures that the comparative needs of all the plants in the area are fully considered.

In Region III, this Plan was recently utilized to bring about compliance with Executive Order 9346. The manager of a local USES cited a company which was discriminating against Negroes to the Area Director of WMC with the recommendation that the Priority Committee could remedy the situation more quickly than USES could by filing an E. S. 510 report.

As a result of this suggestion, the Area Director ordered a Manpower Utilization Consultant to investigate and found that discriminatory employment practices existed at the plant. The Priority Committee informed the plant management that it would receive only fifty per cent of its normal allotment of workers unless the discrimination was eliminated. The action of the Priority Committee caused the company to take immediate steps to correct its practices and a satisfactory adjustment was speedily arrived at with our Regional Director.

Although in the above example, WMC should have nevertheless filed a USES 510, it does illustrate an alternative and effective WMC sanction.

Please report your experiences, successful or otherwise, with this Budget Control Plan.

#64

U.S. Committee on fair employment practice
(1943-1946)

X-HD 4903
.U54

FIELD LETTER NO. 25

April 17, 1944

TO: All Regional Directors

FROM: Will Maslow
Director of Field Operations

SUBJECT: Manpower Estimates

The Division of Review and Analysis has recently completed a survey of manpower estimates made by various Federal Government agencies. The attached report is submitted in order that you may learn what are the expectations with regard to manpower in the coming year.

Each month or two these estimates will be revised and sent to you. This summary of course provides excellent speech material.

Attachment

Initiated by:

John A. Davis
Director of Review and Analysis

#165

U.S. Committee on fair employment practice (1943-1946)

X-HD 4903
.U54

FIELD LETTER 26

June 28, 1944

TO: ALL REGIONAL DIRECTORS

FROM: Will Maslow
Director of Field Operations

RE: Riders to FEPC Appropriation

Attached hereto is the complete text of the riders to the FEPC appropriation in the National War Agency Appropriation Act, 1945.

Some regional directors, who have apparently relied only on press comments, have concluded that these riders will seriously curtail our operations. Our present opinion is that so far as our field offices are concerned, these riders require no change in our existing methods of operation. Committee regulations are now being drafted which will adjust Committee actions to these riders. These regulations will be issued shortly.

Attachment

#166

U.S. Committee on fair employment practice
(1943-1946)

FIELD LETTER NO. 28

JULY 17, 1944

TO: ALL REGIONAL DIRECTORS

FROM: Will Maslow
Director of Field Operations

RE: WPB Cutback Material

Attached you will find cutback material supplied to FEPC by the Production Executive Committee of WPB and made available in its present form by the Division of Review and Analysis. This material is for cutbacks which have taken place recently. It was given to the Division of Review and Analysis for its research purposes.

In the near future you will receive a Field Instruction on how to obtain this material from the Regional Directors of WPB and WMC, far enough in advance for you to take appropriate action. This Field Instruction will also include a statement on the kind of action which you should undertake.

#67

U.S. Committee on fair employment practice (1943-1946)

X-HD 4903
.U54

FIELD LETTER NO. 28

JULY 17, 1944

TO: ALL REGIONAL DIRECTORS

FROM: Will Maslow
Director of Field Operations

RE: WPB Cutback Material

Attached you will find cutback material supplied to FEPC by the Production Executive Committee of WPB and made available in its present form by the Division of Review and Analysis. This material is for cutbacks which have taken place recently. It was given to the Division of Review and Analysis for its research purposes.

In the near future you will receive a Field Instruction on how to obtain this material from the Regional Directors of WPB and WMC, far enough in advance for you to take appropriate action. This Field Instruction will also include a statement on the kind of action which you should undertake.

#68

U.S. Committee on fair employment practice (1943-1945)

X-HD 4903
.U54

FIELD LETTER NO. 78

JULY 17, 1944

TO: ALL REGIONAL DIRECTORS

FROM: Will Maslow
Director of Field Operations

RE: WPB Cutback Material

Attached you will find cutback material supplied to FEPC by the Production Executive Committee of WPB and made available in its present form by the Division of Review and Analysis. This material is for cutbacks which have taken place recently. It was given to the Division of Review and Analysis for its research purposes.

In the near future you will receive a Field Instruction on how to obtain this material from the Regional Directors of WPB and WMC, far enough in advance for you to take appropriate action. This Field Instruction will also include a statement on the kind of action which you should undertake.

#169

U.S. Committee on fair employment practice
(1943-1946)

X-HD 4903
.U54

FIELD LETTER NO. 28-A

JULY 27, 1944

TO: ALL REGIONAL DIRECTORS

FROM: Will Maslow
Director of Field Operations

RE: Additional WFB Cutback Material

Attached you will find additional cutback material as prepared by the Division of Review and Analysis. You will note that these figures are confidential and are not to be released to the public.

Attachment

#70

U.S. Committee on fair employment practice (1943-1946)

X-HD 4903
.U54

FIELD LETTER NO. 28-B

AUGUST 8, 1944

TO: ALL REGIONAL DIRECTORS

FROM: Will Maslow
Director of Field Operations

RE: WPB Cutback Material

Attached you will find additional cutback material prepared by the Division of Review and Analysis from information supplied by the War Production Board. Similar material was sent you in Field Letters 28 and 28-A.

Your attention is again called to the fact that this data is confidential and not to be released to the public.

U.S. Committee on fair employment practice (1943-1946)

#71

X-HD 4903
.U54

FIELD LETTER No. 28-C

SEPTEMBER 12, 1944

TO: ALL REGIONAL DIRECTORS

FROM: Will Maslow
Director of Field Operations

RE: WPB Cutback Material

Attached you will find additional material on cutbacks prepared by the Division of Review and Analysis from information supplied by the War Production Board.

Attachment

#72

U.S. Committee on fair employment practice (1943-1946)

X-HD 4903
.U54

FIELD LETTER No. 28-D

SEPTEMBER 15, 1944

TO: ALL REGIONAL DIRECTORS

FROM: Will Maslow
Director of Field Operations

RE: WPB Cutback Material

The attached information on cutbacks brings us up to date with the material supplied to the Division of Review and Analysis by the War Production Board.

attachment

Initiated by John A. Davis
Director of Review and Analysis

U.S. Committee on fair employment practice (1943-1946)

X-HD 4903
.U54

#73

FIELD LETTER No. 28-E

OCTOBER 6, 1944

TO: REGIONAL DIRECTORS

FROM: Will Maslow
Director of Field Operations

RE: WPB Cutback Material

Attached hereto is additional material on cutbacks.

Attachment

Initiated by John A. Davis
Director of Review and Analysis

#74

U.S. Committee on fair employment practice (1943-1946)

X-HD 4903
.U54

FIELD LETTER No. 28-F

OCTOBER 20, 1944

TO: ALL REGIONAL DIRECTORS

FROM: Will Maslow
Director of Field Operations

RE: WPB Cutback Material

Attached you will find additional meterial on cutbacks.

attachment

Initiated by John A. Davis
Director of Review and Analysis

#75

U.S. Committee on fair employment practices (1943-1946)

X-HD 4903
.U54

FIELD LETTER No. 28-G

NOVEMBER 1, 1944

TO: ALL REGIONAL DIRECTORS

FROM: Will Maslow
Director of Field Operations

RE: Additional WPB Cutback Material

Attached hereto is additional material on cutbacks. Only those cases are summarized in which non-whites may be affected by cutbacks. These were selected from FEC Cases No. 819 to 911.

Attachment

Initiated by John A. Davis
Director of Review and Analysis

U.S. Committee on fair employment practice (1943-194[illegible])

#76

X-HD 4903
.U54

FIELD LETTER No. 28-H

DECEMBER 2, 1944

TO: ALL REGIONAL DIRECTORS

FROM: Will Maslow
Director of Field Operations

RE: WPB Cutback Material

Attached herewith is current information on cutbacks.

Attachment

Initiated by John A. Davis
Director of Review and Analysis

#77

U.S. Committee on fair employment practice (1943-1946)

X-HD 4903
.U54

FIELD LETTER 29

SEPTEMBER 7, 1944

TO: All Regional Directors

FROM: Will Maslow
Director of Field Operations

RE: Los Angeles Railway Corporation

Attached hereto is a copy of the Committee's Findings and Directives in the above-named case issued at Los Angeles on August 9, 1944. The hearing itself began on August 8 and proposed findings and directives were issued on August 9. When the parties formally stated for the record that they had no exceptions to the findings and directives, they were made final.

The speed with which the Committee acted is of course unprecedented and due in part to the fact that the parties in effect consented to the issuance of the directive.

The Committee is now considering the issuance of a detailed summary of the evidence adduced at the hearing.

Attachment

U. S. Committee on fair employment practice (1943-1946)

X-HD 4903
.U5d

FIELD LETTER No. 31 #178

OCTOBER 4, 1944

TO: REGIONAL DIRECTORS

FROM: Will Maslow
Director of Field Operations

RE: Industry Study on Employment
of Minority Workers after X-Day

You will note that the attached material is strictly confidential and is not available for any kind of public use.

This is the first of a series of such reports which will be received by you under this Field Letter. Part II will be concerned with programs for FEPC after victory in Europe (X-Day). Part III will discuss those communities which will be critical with regard to Negro employment after X-Day. Part IV will be a study of the employment of minority workers by industry after the defeat of Japan. Part V will be an analysis of critical communities for the employment of Negroes after the defeat of Japan. Part VI will attempt to critically evaluate the various postwar proposals for the American economic system, and will attempt to point out those proposals which will be most conducive to full employment and the employment of minority workers.

It is hoped that you will discuss this study with your staff and present its comments on each section as it is completed. At the present time we are interested in what the attached estimate of changes in industries means to the employment of the Negro in those communities with which you are familiar. We will certainly want your comments on the programs which FEPC should adopt after victory in Europe.

Attachment
(On Regional Director's copy only)

Initiated by John A. Davis
Director of Review and Analysis

U.S. Committee on fair employment practice (1943-1946)

X-HD 4903
.U54

#79

FIELD LETTER NO. 32

October 10, 1944

TO: All Regional Directors

FROM: Will Maslow
Director of Field Operations

RE: Pamphlet on "The Police and Minority Groups"

Attached hereto is a copy of a pamphlet on "The Police and Minority Groups" by J. E. Weckler and Theo E. Hall, which should be of interest to you and your staff.

Attachment

X-HD 4903
.U54
U.S. Committee on fair employment practice (1943-1946)
#80

FIELD LETTER No. 33

OCTOBER 23, 1944

TO: ALL REGIONAL DIRECTORS

FROM: Will Maslow
Director of Field Operations

RE: Labor Market Information For
United States Employment Service Counseling

Attached you will find the Labor Market Information of the Reports and Analysis Service of the War Manpower Commission for those areas which are within your region.

To quote the Reports and Analysis Service:

"The statements indicate the nature of the local industries, the number of jobs expected to develop, the occupations in which openings are immediately available, entry wages and scheduled hours of work, as well as the names of major firms in the area. Additional information is also provided on the general housing and living conditions in each area."

As subsequent revisions are made in these statements, they will be sent to you.

attachment
Office Copy Only

Initiated by: John A. Davis
Director of Review and Analysis

U. Committee on fair employment practice (1943-1946)

X-HD 4903
.U54

Field Letter No. 34

November 11, 1944

#181

TO: Division of Field Operations

FROM: Will Maslow
Director

RE: Tunstall-Steele Cases

Enclosed herewith is a copy of the brief of the Department of Justice as amicus curiae submitted to the United States Supreme Court in the Tunstall-Steele cases. The cases involve the validity of the Southeastern Carriers Agreement which was the subject of an FEPC directive following the railroad hearings. The brief contains an illuminating discussion of the obligation of an exclusive collective bargaining agent not to discriminate against any employee for whom it acts on racial or religious grounds.

A favorable decision will outlaw discriminatory practices by exclusive bargaining agents and consequently is of great interest and concern to us.

Charles H. Houston, a member of the President's Committee, is the attorney for the two Negro locomotive firemen who brought the suits.

Additional copies are available upon request.

Attachment:
Office Copy Only

U. S. Committee on fair employment practice (1943-1946)

X-HD 4903
.U54

#82

Field Letter No. 35

November 11, 1944

TO: All Regional Directors

FROM: Will Maslow
Director

RE: WMC Staff Training Program in Region II

Region II of WMC has prepared an elaborate discussion outline to train its own staff in non-discrimination policies and procedures. This outline consists of five parts, one of which is entitled "Techniques in Interpreting the Non-Discrimination Policy to Employers." This outline lists the stock objections to the employment of Negroes and suggests possible answers. This has been done so comprehensively that it merits the close study of you and your staff at a staff conference.

We should like to learn the reactions of your staff to the outline after such conference.

Attachment

U. S. Committee on fair employment practice (1943-1946)

X-HD 4903
.U54

#83

Field Letter No. 36

November 16, 1944

TO: All Regional Directors

FROM: Will Maslow
Director of Field Operations

RE: National Urban League Findings

Transmitted herewith is the report of the Findings Committee adopted at the recent annual conference of the National Urban League. Note particularly the endorsement without reservation of the basic principle of seniority in employment (Page 3).

Attachment

U. S. Committee on fair employment practice (1943 1945)

X- HD 4903
.U54

#84

Field Letter No. 37

November 22, 1944

TO: All Regional Directors

FROM: Will Maslow
Director of Field Operations

RE: National Labor Relations Board Cases

A. Wallace Corporation v NLRB

During the argument before the United States Supreme Court in the above case, the General Counsel of the National Labor Relations Board in response to a question from one of the Justices stated that it would be a violation of the National Labor Relations Act for an employer pursuant to a closed shop contract to discharge any employee because of his non-membership in the contracting union, if the union had refused to admit him to membership because of his race (See 15 Labor Relations Reporter 328).

B. Larus & Brother Company, Inc., 5-R-1413

In the above case, now pending before the National Labor Relations Board, a CIO union petitioned the NLRB to revoke the certification as exclusive bargaining agent of a rival A.F. of L. union on the ground that the latter union discriminated against Negro employees for whom it acted as exclusive representative. The A.F. of L. union denied any such discrimination. The NLRB has ordered a hearing to determine whether in fact such discrimination exists, thus apparently conceding the validity of the contention that a union which discriminates against any employee for whom it is supposed to act as a statutory representative may be "de-certified."

If complaints of discrimination described above in "A" or "B" are filed with you, they should be discussed with the appropriate regional director of the NLRB to avoid duplication of effort.

U.S. Committee on fair employment practice (1943-1946)

#85

X-HD 4903
.U54

Field Letter No. 38

November 24, 1944

TO: All Regional Directors

FROM: Will Maslow
Director of Field Operations

RE: "The Negro in America"

Attached hereto is an excellent pamphlet entitled "The Negro in America" published by the Public Affairs Committee. The author, Maxwell S. Stewart, has done an excellent job in summarizing the two volumes of Myrdal's AN AMERICAN DILEMMA

We have no additional copies.

Attachment

U. S. Committee on fair employment practice (1943-1946)

#186

X-HD 4903
.U54

FIELD LETTER No. 39

DECEMBER 2, 1944

TO: ALL REGIONAL DIRECTORS

FROM: Will Maslow
Director of Field Operations

RE: Attached Pictorial Primer:
Negroes in Chicago

The attached excellent primer was prepared by the Mayor's Committee of Chicago and the pictures were collected and edited by Mary-Jane Grunsfeld from material presented at the Mayor's Conference on Race Relations. It is an interesting story of what a city has been able to achieve in democracy for its in-migrant Negroes, as well as for its in-migrant whites. Those pictures which are concerned with white and colored workers working together are, of course, pertinent to our work and will perhaps prove helpful.

Attachment

Office Copy Only

Initiated by John A. Davis
Director of Review and Analysis

U.S. Committee on fair employment practice (1943-1946)

X-HD 4903
.U54

#187

Field Letter No. 40

December 16, 1944

TO: Division of Field Operations

FROM: Will Maslow, Director

RE: Increased Non-white Employment in War Industries

The Summary of the ES-270 Reports for September 1944, attached hereto, shows that non-white workers represent 8.1% of all workers in the war industries reporting employment data to the War Manpower Commission. It will be noted that total employment reported in these industries has decreased by about 760,000 from 14,253,946 as of July 1, 1944 to 13,491,411. The number of employers reporting, however, decreased from 14,824 to 13,458 so no conclusions can be drawn as to the actual trend of total employment. Over the same period, the number of non-white workers reported has declined by only 9000, making the percentage of non-white workers in these industries higher than at any previous time. The sample collected by WMC has been reduced to relieve the pressure of work on local offices. It is still, however, an adequate sample, covering over 85% of total employment in munitions industries and over 70% of total employment in all manufacturing.

In spite of the reduction in the number of reporting firms, the number of non-white workers reported employed has increased since July 1944 in the following industries: food and kindred products, tobacco manufacture, textile-mill products, furniture and finished lumber products, paper and allied products, chemicals and allied products, rubber products, leather and leather products, iron and steel and their products, transportation equipment, nonferrous metals and their products, electrical machinery, machinery (except electrical), automobiles and automobile equipment, miscellaneous manufacturing industries, trucking and warehousing for hire, water transportation, telephone, telegraph, and related communication services, and Government operated plants and depots.

The above figures continue the trend which has been observed since November 1943. That is, the overall percentage of non-white employment in reporting industries has increased and the absolute number of non-white workers has also increased in many important industries.

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.U54

#88

EMPLOYMENT OF NEGROES AS PLATFORM OPERATORS
IN THE
LOCAL TRANSIT INDUSTRY

President's Committee on Fair Employment Practice

John A. Davis, Director
Division of Review and Analysis

January 12, 1945

U.S. Committee on fair employment practice (1943-1946)

Address by Malcolm Ross, Chairman of the President's Committee on Fair Employment Practices, to a conference of the Inter-Union Institute at the Park Central Hotel in New York, January 13, 1945:

HD 4903
.N54
H89

There is no way to summarize the subject of race relations in American industry. The prejudice of a white worker against a Negro cannot be explained away as merely a simple human relationship gone awry. To get at the root of the quarrel we would have to know the childhood background of the white man and the colored, the reasons for their economic fears, and the kind of community pressures which could bear down so hard on the white man that he would be willing to take away another's livelihood.

To sum up these subtle interrelations is impossible. To call prejudice by hard names is folly. Somewhere under the quagmire of intolerance we must brace our feet on the solid ground of reality.

The most solid reality any of us knows is the war. Let us take our stand squarely on that one great imperative. Let us relate this question of racial intolerance solely to the war.

We need bullets. In the next few months we have to produce billions of bullets, in spite of other demands on copper and lead, in spite of other demands on manpower. Specifically we have to scrape together about 50,000 additional small arms ammunition workers by July first. Can we meet our commitments overseas and still cling to the shreds of our intolerance at home? Let's have a look at a few facts.

Bullets require copper. In our Southwest mines old racial prejudices still operate to reduce copper production. The new hire, Bill Jones, gets the skilled job. Pedro Gonzales, who has worked around the mines for years, nurses his grievance or lights out for the West Coast to join hundreds of his race who have quit the mines. It is not efficient to discourage or drive away a desperately needed worker. Yet prejudice, on the part of some employers and some Anglo miners, continues during a war of survival to discourage the top use of Mexican-American skills.

The times are gone when an employer could go out in the hills and blow a cowhorn to summon all the workers he wanted. Today our need for manpower is so great that we are weighing the necessity of a national service law. Have we, then, no untapped reserves?

There is a town in Illinois almost wholly devoted to the making of bullets for the Army and Navy. The call is out for hundreds of additional workers. Within easy range live thousands of people from among whom workers might be recruited, were it not for the fact that they are Negroes, and for twenty-five years no Negro worker has been allowed to set foot in that town. The cause goes back to a race riot which once shook the town, a dismal affair brought on by a

U.S. Committee on Fair Employment Practice (1943-45)

X-HD 4903
.U54

#90

Field Letter No. 5A

January 11, 1945

TO: Division of Field Operations

FROM: Will Maslow, Director

RE: WMC Certification of Non-Compliance Under WPB Priorities Regulation No. 26

The attached WMC Field Instruction No. 505, Part V, Supplement No. 2, sets forth the procedure to be followed when an employer disregards a WMC employment ceiling or hiring regulation. Although the intent of this WMC instruction is to give further effect to a co-ordinate WPB regulation, FEPC personnel also are concerned, particularly with III B which calls, in part, for "the withdrawal or modification of priorities and allocations" when an "employer has refused to comply with a WMC employment ceiling or hiring regulation within a reasonable time after being notified of his failure to do so...." The relation of Executive Order 9346 to WMC hiring regulations is set forth in the operating agreement between FEPC and WMC (F.I. 4).

Attachment

U.S. Committee on fair employment practice
(1943-1946)

#91

X-HD 4903
.U54

Field Instruction No. 6

April 4, 1945

TO: Division of Field Operations

FROM: Will Maslow, Director

RE: Correspondence with Members of Congress

Many members of the United States Congress are taking an active interest in the President's Committee. In order to service them properly and to insure consistency between regions in releasing information, all letters from Congressmen addressed to regional offices should be acknowledged promptly and immediately referred to the DFO together with any pertinent data and suggestions you may wish to provide.

Direct reply should be made, however, when the Congressman (1) addresses you as a personal friend, (2) transmits a complaint from a constituent, (3) requests factual, non-policy information about a case in your region, or (4) requests published material. Copies of all but personal correspondence should be transmitted, however, to the DFO.

U.S. Committee on fair employment practice (1943-1946) #92

X-HD 4903
.U54

Field Letter No. 6J

January 5, 1945

TO: Division of Field Operations

FROM: Will Maslow, Director

RE: Operational Statistics for November 1944

Attached you will find the Operational Statistics for November 1944 together with an informative summarizing analysis developed by the Division of Review and Anaylsis at the request of the Division of Field Operations.

Attachment

#193

U.S. Committee on fair employment practice (1943-1946)

X-HD 4903
.U54

FIELD LETTER No. 6-M

JULY 6, 1945

TO: Division of Field Operations

FROM: Will Maslow, Director

RE: Operational Statistics for April 1945

Transmitted herewith is a copy of Operational Statistics for April 1 - 30, 1945, together with a Summary, as prepared by the Division of Review and Analysis.

Attachment

U.S. Committee on fair employment practice
" (1943-1946)

#94

X- HD 4903
.U54

FIELD LETTER No. 6-N

OCTOBER 2, 1945

TO: Division of Field Operations

FROM: Clarence M. Mitchell, Director

RE: Operational Statistics for May, June and July 1945

Transmitted herewith are the operational statistics for the months of May, June and July 1945.

attachments

#95

U.S. Committee on Fair Employment practice (1943-1946)

X-HD 4903
.U54

FIELD LETTER No. 22-B

APRIL 16, 1945

TO: Division of Field Operations

FROM: Will Maslow, Director

RE: State Legislation on Subjects of Interest to FEPC Operations.

Attached herewith are excerpts culled from summaries of state laws prepared by the Legislative Reference Service of the Library of Congress.

attachment

Initiated by John A. Davis
Director of Review and Analysis

#96

U.S. Committee on fair employment practice (1943-1946)

X-HD 4903
.U54

FIELD LETTER No. 21-8

JANUARY 1, 1945

TO: Division of Field Operations

FROM: Will Maslow
Director of Field Operations

RE: WPB Cutback Material

Attached you will find additional material on cutbacks. We have been sending you such data now for quite some time, on the theory that it is important for regional directors to know what important changes there are in employment opportunities afforded by government contracts in their regions. It is our opinion that given such information, the regional director will be able to interpret complaints coming into his office charging discriminatory dismissal from plants suffering cutbacks.

In addition, preliminary conferences with management and labor unions might be of some value in making sure that such lay-offs are non-discriminatory. Two regions have made outstanding use of the material in this fashion: Region III, in the Eastern Aircraft and Bellanca Aircraft cases, was able to assist in establishment of excellent non-discriminatory lay-off policies before the lay-offs came. Region IX had similar success in cutbacks at the Pine Bluff Arsenal in Arkansas, not only working out a lay-off policy, but being able to assist in the transfer of the workers to Navy ammunition programs developing at Camden, Arkansas.

In accordance with R.D. No. 124, dated October 17, 1944, you were requested to analyze your cases in terms of their importance to the war effort, reconversion, and long-term employment. Trends indicated by this cutback material will aid you in carrying out this function. Please inform us if you have found any use of this material for that purpose.

In the near future, there will perhaps be less emphasis on cutbacks, but they will be important again and we are eager to know what possible uses you have for this material. In addition, we would like to know if it is possible for you to obtain this

#197

U.S. Committee on fair employment practice (1943-1946)

X-HD 4903
.U54

FIELD LETTER No. 28-J

January 29, 1945

TO: Division of Field Operations

FROM: Will Maslow, Director

RE: WPB Cutback Material

Attached you will find the most recent material on cutbacks.

Attachment

Initiated by John A. Davis
Director of Review and Analysis

U.S. Committee on fair employment practice (1943-1946)

X-HD 4903
.U54

#98

FIELD LETTER No. 28-K

FEBRUARY 26, 1945

TO: Division of Field Operations

FROM: Will Maslow, Director

RE: WPB Cutback Material

Attached herewith is additional material on cutbacks.

Attachment

Initiated by John A. Davis
Director of Review and Analysis

U.S. Committee on fair employment practice (1943-1946)

#99

X-HD 4903
.U54

FIELD LETTER No. 28-L

MARCH 19, 1945

TO: Division of Field Operations

FRO.: Will Maslow, Director

RE: WPB Cutback Material

Attached herewith is additional material on cutbacks.

Attachment

Initiated by John A. Davis
Director of Review and Analysis

U.S. Committee on fair employment practice (1943-1946)

#100

X-HD 4903
.U54

FIELD LETTER No.28-M

April 16, 1945

TO: Division of Field Operations

FROM: Will Maslow, Director

RE: WPB Cutback Material

Attached herewith is additional material on cutbacks.

attachment

Initiated by John A. Davis
Director of Review and Analysis

U.S. Committee on fair employment practice (1943-1946)

FIELD LETTER NO. 28-N

MAY 22, 1945

X-HD 4903
.U54

#1101

TO: ALL REGIONAL DIRECTORS

FROM: Will Maslow
Director of Field Operations

RE: WPB Cutback Material

Attached hereto are preliminary estimates of employment in plants in your region which may be expected to lay off 100 or more employees during the next three months. These firms are listed under Maritime Commission contractors, aircraft producers, other war production concerns, and Navy shipbuilding contractors. The latter are put last on the list because information on their employment schedules has just come in. The estimates of employment and layoffs have been made principally by the procurement services in Washington. They should not be accepted as the correct figures but should serve as the basis for checking with the regional and area offices of the War Manpower Commission to get revised and corrected estimates of employment and layoffs.

During the past two weeks, there has been a great volume of cutback proposals flowing through the Production Readjustment Committee of the War Production Board on which FEPC is represented. Most of the VE-Day adjustments in contract schedules will probably have been completed within the next two weeks. At that time, we plan to send you a revised statement of expected employment and layoffs in the plants of all the principle employers in each of the major war production centers.

The picture of post VE-Day contract adjustments is not yet complete enough to make more than a preliminary estimate of their impact on areas and industries. It now appears that considerable layoffs are in store for virtually all shipbuilding centers and that the other cutbacks are falling most heavily on such northern and mid-western industrial areas as Detroit, Chicago, New York and Philadelphia. Unofficial estimates by the War Manpower Commission indicates that 100,000 workers were laid off during April. However, a War Production Board follow-up indicates most of them were promptly placed in other employment.

Apart from the shipbuilding and aircraft schedules, the attached figures are related primarily to cutbacks in war contracts which have been made between the 1st and 15th of May. They do not include layoffs which may result from the failure to renew procurement contracts as they run out to completion nor reduced contract schedules which were cut back before May 1st. Lists of firms affected by such reductions in schedules appear in the Open Capacity List. A very considerable number of firms

U. S. Committee on fair employment practice (1943 & 1946)

FIELD LETTER NO. 28-0

MAY 28, 1945

X-HD 4903
.U54

#102

TO: ALL REGIONAL DIRECTORS

FROM: Will Maslow
Director of Field Operations

RE: WPB Cutback Area Impact and Follow-Up Reports

The Bureau of Program and Statistics of WPB has tabulated the expected layoffs reported for WPB regions and for the labor market areas within those regions which are principally affected by the cutbacks. The attached schedule dated May 23, 1945 gives these figures for the cutbacks reported to the Production Readjustment Committee between April 1st and May 19th. In evaluating these figures, the following facts must be kept in mind:

1. They are estimates made by the procurement services of workers actually to be released.

2. They include only the employment impact upon prime contractors engaged in producing items which were cutback by $500,000 per month or more between April 1st and May 19th.

3. Therefore, the actual layoffs in these areas will no doubt be considerably larger than the figures indicate. Cutbacks will affect employment in the plants of smaller prime contractors and in the plants of subcontractors. Employment in these areas will also be affected by cutbacks made before April 1st and after May 19th.

The WPB has been obtaining information from its field offices on the impact of cutbacks on employment in specific plants and areas. These reports are published in two dittoed releases entitled "Follow-Up Actions on Contract Revisions" and "Excerpts from Weekly Wires from WPB Regional Directors." We are transmitting herewith the information on your region from the last three issues of each of these releases, and shall endeavor to supply you with future issues as they appear. We have reason to believe that these reports tend to give an extremely optimistic picture of the employment impact of these cutbacks. They may, however, serve as a basis from which you may check on the plants in which you are interested.

attachment

office copy only

Initiated by John A. Davis
Director of Review and Analysis

U.S. Committee on fair employment practice (1943-1946)

X-HD 4903
.U54

#103

Field Letter No. 28P

August 8, 1945

TO: Division of Field Operations

FROM: Clarence M. Mitchell

RE: W PB Cutback Material

Attached is material dealing with employment schedules and cutbacks of major concerns in each area. It includes the following:

Shipbuilding Employment Schedules - The actual employment in shipyards is given for April, May, and June and the projected estimates of employment are given for July, August, and October. All shipyards included in the memo sent you May 22nd have been included in this list plus additional yards having either a significant employment increase or decrease in prospect. Where increases are indicated they are almost invariably the result of an expected increase in repair work. Ship construction schedules are almost all on the decline. You may assume that all major shipyards that are not included on this list have in prospect no major change in their present level of employment.

Aircraft Employment Schedules - Actual employment in aircraft plants is given for March through June and the projected employment in these plants is given from July 1945 through February 1946. All plants have been included in which major changes in employment are scheduled during that period. You may assume that other aircraft producers are scheduled to maintain approximately the present level of employment.

Cutbacks Reported on Form C - These forms are issued by the War Production Board and give the expected layoffs which will result from cutbacks which are reported to the Production Readjustment Committee. Each sheet covers a specific cutback in a particular plant. It is suggested that these forms be filed in the plant folder for each concern for which we have a case file. The others might be kept for reference in connection with future complaints. The layoff figure is estimated by the procurement service representative and it may be subject to a wide margin of error. These forms will be sent to you periodically as they are issued by the War Production Board.

Employees to be Released by Cutbacks in Labor Market Areas - The attached schedule of employees to be released by cutbacks reported to the Production Readjustment Committee between April 1st and July 28, 1945 gives the labor impact of cutbacks on the employees of prime contractors classified by WPB region and WMC labor market area. These figures by no means represent the total layoffs which may be expected in each area. They do not include layoffs to be made by sub-contractors nor do they reflect layoffs which are occassioned by declining production schedules as distinguished from the cutbacks of existing contracts. Therefore the actual

#104

U.S. Committee on fair employment practice (1943-1946)

X-HD 4903
.U54

Field Letter No. 30A

January 22, 1945

TO: Division of Field Operations

FROM: Will Maslow, Director of Field Operations
John A. Davis, Director of Review and Analysis

RE: Pendency Tables, December 1, 1944

Attached you will find pendency tables as of December 1, 1944, together with an informative summarizing analysis, prepared by the Division of Review and Analysis.

Attachment

U.S. Committee on fair employment practice (1943-1946)

X-HD 4903
.U54

FIELD LETTER No. 40-A

#105

APRIL 2, 1945

TO: Division of Field Operations

FROM: Will Maslow, Director

RE: ES-270 Reports of Employment in War Industries

Attached are the November and January Summaries of ES-270 Reports. The reporting date has been changed from the 1st to the 15th of the month. Approximately 2 months are required to compile and publish the data, so that the March 15th report will be issued about the middle of May.

The tables showing employment by major industry groups (marked "MA4" at bottom of page, right side) reveal that nonwhite workers continued to represent over 8% of all employees in reporting firms through September and November 1944 and January 1945. Employment of nonwhite workers in manufacturing rose from 7.9% to 8.0% in November and remained at 8% in January.

Accurate comparisons between one month and another cannot be made because the group of firms reporting in one month is not identical with the group reporting in the next. We are informed that the War Manpower Commission is compiling figures for all those firms which have reported total and nonwhite employment every month since 1942. As soon as this series is available, we will send it to you, together with an analysis which can then be made on a valid basis of the significant changes in nonwhite employment.

You will note that the last 3 tables in the Summary are no longer "restricted" beginning with the January report and the information in them is available for public use. The first of these (marked "MB2" at bottom of page, right side) includes some interesting figures.

attachments

office copies only

Initiated by John A. Davis
Director of Review and Analysis

U. S. Committee on fair employment practice (1943-1945)

#1106

X-HD 4903
.U54

Field Letter No. 41

January 1, 1945

TO: Division of Field Operations

FROM: Will Maslow, Director

RE: "Race Relations Balance Sheet"
"Nesei in Uniform"
"Preliminary Review and Recommendations Regarding Employment Problems of Minorities During the Reconversion Period"

The publications listed above were issued by the Julius Rosenwald Fund, War Relocation Authority, and the Community Relations Committee of the Council of Social Agencies of Los Angeles, respectively. Although prepared by various agencies for special purposes, these publications contain significant information.

Attachments

U. S. Committee on fair employment practice (1943-1946)

X-HD 4903
.U54

#107

Field Letter No. 42

January 3, 1945

TO: Division of Field Operations

FROM: Will Maslow, Director

RE: Committee Decisions:
McQuay-Norris Company
U. S. Cartridge Company

Transmitted herewith are copies of the decisions in the U. S. Cartridge and the McQuay-Norris cases. Every member in your staff should study these decisions.

Attachment
Office Copy Only

U.S. Committee on fair employment practice (1943-1946)

X-HD 4903
.U54

#108

FIELD LETTER NO. 42-A

January 6, 1945

TO: Division of Field Operations

FROM: Will Maslow, Director

RE: Committee Decision:
Amertorp Corporation

Transmitted herewith is a copy of the decision in the Amertorp Corporation case.

Attachment.

#109
U. S. Committee on fair employment practice (1943-1946)

X-HD 4903
.U54

Field Letter No. 42B

January 11, 1945

TO: Division of Field Operations

FROM: Will Maslow, Director

RE: Joseph James v. Marinship Corporation

Transmitted herewith are copies of the unanimous decision of the highest court in California in the Boilermakers auxiliary case. The Court upheld the issuance of a preliminary injunction restraining Marinship and Local 6 of the Boilermakers from discharging or causing the discharge of Negro employees because they refused to join auxiliary locals of the Boilermakers. The court held in effect that a closed shop contract could not be enforced if the contracting union arbitrarily refused to admit to membership Negroes already employed. A complete legal analysis of the decision prepared by the Deputy Chairman will be sent you shortly.

Attachments
Two Office Copies

#110

U.S. Committee on fair employment practice (1943-1946)

X-HD 4903
.U54

Field Letter No. 420

January 26, 1945

TO: Division of Field Operations

FROM: Will Maslow, Director

RE: Committee Decisions:
Wagner Electric Corporation
Carter Carburetor Corporation

Transmitted herewith are copies of the Committee's decisions in the Carter Carburetor Corporation and the Wagner Electric Corporation cases. These decisions should be studied by you and your staff.

Attachments

U.S. Committee on Fair Employment Practices (1943-194)

X-HD 4903
.U54

#111

Field Letter No. 42D

February 17, 1945

TO: Division of Field Operations

FROM: Will Maslow, Director

RE: Committee Decisions:
Shell Oil Company
Kaiser Company, Inc., et al. (Re-hearing)

Transmitted herewith are copies of the Committee's decisions in the Shell Oil Company case and the re-hearing of the West Coast Boilermakers case.

It is noteworthy that the Shell Oil Company decision, like the Los Angeles Railway Company decision, is based on the stipulation or consent of the party charged.

Both decisions merit study.

Attachments

#112

U.S. Committee on fair employment practice (1943-1946)

X-HD 4903
.U54

FIELD LETTER NO. 42-E

SEPTEMBER 17, 1945

TO: Division of Field Operations

FROM: Clarence M. Mitchell, Director

RE: Committee Decisions:
Seafarers International Union of North America

Transmitted herewith is a copy of the Committee's Decision on Seafarers International Union of North America.

Attachment

U.S. Committee on fair employment practice (1943-1946)

#113

X-HD 4903
.U54

Field Letter No. 43

January 5, 1945

TO: Division of Field Operations

FROM: Will Maslow, Director of Field Operations

RE: Procedural Rules and Regulations of the Committee

Transmitted herewith is a copy of the official procedural rules and regulations of the Committee which were published in the Federal Register on December 29, 1944 (Title 29, Chapter 1, Part 1203) and became effective on that day.

The regulations are, of course, public documents, and should be made available to any party charged. Upon request, additional copies will be sent you as soon as possible.

Attachment
Office Copy Only

X-HD 4903
.U54
U. S. Committee on fair employment practice (1943-1946)

#114

FIELD LETTER NO. 44
(See R. D. 75)

January 6, 1945

TO: Division of Field Operations

FROM: Will Maslow, Director

RE: Railroad Retirement Board

Attached hereto is an important legal opinion dated October 24, 1944 of David B. Schreiber, Acting General Counsel of the Railroad Retirement Board, holding that information in the possession of that Board relating to discriminatory employment practices in war industries must on request be furnished to FEPC. Mr. Schreiber states specifically that the Board shall make "its employment service files and records....available for inspection by duly authorized representatives of FEPC...." He also declares that to the extent that Section 12(d) of the Railroad Unemployment Insurance Act relating to non-disclosure of certain information (45 USC Sec. 362d) is in conflict with Executive Order 9346, it is suspended by the First War Powers Act, 1941.

Attachment.

U.S. Committee on fair employment practice (1943-1946)

X-HD 4903
.U54

#115

Field Letter No. 45

January 18, 1945

TO: Division of Field Operations

FROM: Will Maslow, Director

RE: Recent Editorial Comment

Transmitted herewith are reprints of an editorial in PM entitled Prejudice Against Production, an editorial in the Washington Post entitled Permanent FEPC, and a column from the Washington Evening Star on the recent court cases.

Attachments

X-HD 4903
.U54

#116

U.S. Committee on fair employment practice (1943-1946)

FIELD LETTER No. 46

January 23, 1945

TO: Division of Field Operations

FROM: Will Maslow, Director

RE: Description of Functions of American Council on Race Relations

Attached you will find a copy of a short description of the functions of the American Council on Race Relations. This material will be of interest, perhaps, to employers or to labor unions.

Attachment

Initiated by John A. Davis
Director of Review & Analysis

U. S. Committee on fair employment practice (1943-1946)

X-HD 4903
.U54

#117

Field Letter No. 47

February 14, 1945

TO: Division of Field Operations

FROM: Will Maslow, Director

RE: Strikes Involving Inter-Racial Issues

Transmitted herewith is a list of strikes involving inter-racial issues from July 1943 through December 1944. This list was compiled by the Division of Review and Analysis and is based on reports from our regional offices and from the U. S. Conciliation Service of the Department of Labor. Those reported by our regional offices are strikes which FEPC aided in settling and are marked by asterisks. The Conciliation Service listed 51 strikes on racial issues concerning which the central office had received no regional report. Conversely, 19 of the strikes reported by our regional offices were not included in the Conciliation Service compilation.

Attachment

U. S. Committee on fair employment practice (1943-1946)

X-HD 4903
.U54

#118

FIELD LETTER NO. 48

FEBRUARY 17, 1945

TO: Division of Field Operations

FROM: Will Maslow, Director

RE: "Wartime Employment of Negroes in the Federal Government."

Transmitted herewith is a study of the "Wartime Employment of Negroes in the Federal Government," which is being released in Washington on Wednesday, February 21, 1945, through a press conference.

There is also attached an advance release which has been issued by OWI. You may find it desirable to call the attention of your local newspapers and organizations to this study and release.

Attachment

Office Copy Only

Initiated by: John A. Davis
Director of Review and Analysis

U.S. Committee on fair employment practice (1943-1946)

#1119

X-HD 4903
.U54

CONFIDENTIAL

FIELD LETTER No. 49

FEBRUARY 23, 1945

TO: Division of Field Operations

FROM: Will Maslow, Director

RE: Material on Maritime Run-outs.

The attached material represents pertinent excerpts from a confidential Production Readjustment Committee release of January 27, 1945.

There is some doubt expressed that the Maritime Commission will actually get its program back up after August 1945. There is a possibility that there might be some rescheduling of Maritime Commission programs, in order to prevent a sharp decline in production with a subsequent rise. If the production is levelled off, or if any other changes are made, you will be kept informed.

Attachment

Initiated by John A. Davis
Director of Review and Analysis

CONFIDENTIAL

U.S. Committee on fair employment practice (1943-1946)

X-HD 4903
.U54

FIELD LETTER No. 49-A

MARCH 19, 1945

#120

TO: Division of Field Operations

FROM: Will Maslow, Director

RE: Revision of Maritime Commission Run-outs

Since Field Letter No. 49, on Maritime Commission run-outs, was sent you the War Production Board has been working with the Maritime Commission in an attempt to even out the production of ships and to avoid the previously scheduled run-outs in many yards by June with an upturn of production next September. As a result of these negotiations, certain yards have been given new contracts at the present time and will not suffer as much disemployment as was indicated in our former Field Letter.

Attached you will find a revised table of Maritime run-outs in the 14 yards in which schedules have been changed. You will note that these schedules show total and nonwhite employment for January 1945. Also attached is a table of ES-270 figures showing total and nonwhite employment of those yards whose run-out schedules remain the same as in Field Letter No. 49.

Under the previous schedules it was estimated that 174,000 workers would be layed off by July in the 14 yards listed in Table I. Under the new schedules only 40,851 workers in these yards are to be layed off by July.

You will note that the layoffs under the revised schedule of firms listed in Table I were included in the Open Capacity List for March 1, 1945, sent you with Field Letter No. 52. The other concerns included under Shipbuilding on that list are Navy rather than Maritime Commission contractors.

The material on expected layoffs by Maritime Commission contractors sent to you with Field Letter No. 49 represented estimates made in Washington of the effect of existing ship construction schedules on employment. The management of each yard has been requested to report its actual schedule of layoffs and this information will be included on future Open Capacity Lists, probably the one dated April 1, 1945.

There is a possibility that the layoffs at Cal ship and at Alabama Dry Dock will be further reduced by the movement of some tankers from Sun Ship to these yards. FEPC has participated in the discussions involving the revised program.

attachments

Initiated by John A. Davis
Director of Review and Analysis

B3. Committee on fair employment practice (1943-1946)

#121

X-HD 4903
.U54

FIELD LETTER No. 50

FEBRUARY 26, 1945

TO: Division of Field Operations

FROM: Will Maslow, Director

RE: Article in Monthly Labor Review

Attached herewith is a reprint of an article entitled, "War and Post-War Trends in Employment of Negroes," which appeared in the January, 1945 issue of the Monthly Labor Review. It is the best published material available to date.

Attachment

Initiated by John A. Davis
Director of Review and Analysis

U.S. Committee on Fair Employment Practice (1943-1946)

HD 4903
.U54

#122

FIELD LETTER No. 51

MARCH 8, 1945

TO: Division of Field Operations

FROM: Will Maslow, Director

RE: FEPC Membership on the Production Readjustment Committee, WPB

FEPC is now represented on the Current Adjustments Group and the VE-Day Group of the Production Readjustment Committee, WPB. These are the two committees which respectively decide on the large A cutbacks and the plans for cutbacks after victory in Europe. It will be extremely helpful if, in your weekly report, you will send in the kind of material which will be of aid in negotiations with these committees.

In this regard, it is important to know, for the leading industrial areas in your region, the unused minority group labor supply, industrial tensions and racial tensions, the general history of lay-offs for all workers, the extent to which in-migrant labor is being regarded, the prospects for reemployment within the area, etc. Although there are sources for most of this material here in Washington, it is our experience that the field quite often is cognizant of many situations on which specific data is not available at the center.

Initiated by John A. Davis
Director of Review and Analysis

U. S. Committee on fair employment practice (1943-1946).

#123

X-HD 4903
.U54

FIELD LETTER No. 52

MARCH 8, 1945

TO: Division of Field Operations

FROM: Will Maslow, Director

RE: Open Capacity List of the War Production Board

You have been receiving material on cutbacks, but considerable "disemployment" is also caused by what the WPB terms "run-outs." A cutback involves reducing the schedule on an existing contract; a run-out indicates that a contract is being completed and that no new contract has yet been negotiated or is being contemplated.

All of the run-outs listed on this Open Capacity List may not actually result in "disemployment." For your convenience, we have indicated the nonwhite employment of the more serious run-outs (1,000 or more), in a column to the extreme right of each page.

The appendix of the Open Capacity List mentions areas where run-outs have resulted in the unemployment of trained industrial workers. This is a factor which is important in arguments used in processing cases and in judging potential tension in an area.

attachment

office copy only

Initiated by John A. Davis
Director of Review and Analysis

U.S. Committee on fair employment practice (1943-1946)

X-HD 4903
.U54

11124

FIELD LETTER No. 52-A

MARCH 26, 1945

TO: Division of Field Operations

FROM: Will Maslow, Director

RE: Open Capacity List of the War Production Board (Revised to March 15, 1945)

Attached herewith is Issue No. 3 of the Open Capacity List which includes all contract revisions and changes in production schedules as of March 15, 1945.

Only one concern which is scheduled to lay off more than 1,000 employees before next July has been added to this list. This is the Brewster Aeronautical Plant at Long Island City, New York, employing only four Negro workers as of October 1944.

The Open Capacity List reflects all factors related to war contracts which will result in disemployment, including both cutbacks and run-outs. A revised issue of this list will be sent out on the first and fifteenth of each month.

attachment

office copy only

Initiated by John A. Davis
Director of Review and Analysis

U.S. Committee on fair employment practice (1943-1946)
#125

X-HD 4903
.U54

FIELD LETTER NO. 52-B

APRIL 24, 1945

TO: Division of Field Operations

FROM: Will Maslow, Director

RE: Open Capacity List of the
War Production Board
(Revised to April 15, 1945)

Attached herewith is Issue No. 5 of the Open Capacity List, which includes all contract revisions and changes in production schedules as of April 15, 1945.

Only five firms scheduled to lay off 1,000 or more employees by July 1 have been added to the list. These are listed below, along with their nonwhite employment figures for March 1945:

1.	Columbia Aircraft Ind. Portland, Oregon	2	nonwhites
2.	Enterprise Engine and Foundry San Francisco, California	12	"
3.	Moore Dry Dock Co. Oakland, California	2,337	"
4.	Sunbeam Electric Mfg. Evansville, Indiana	81	"
5.	Westinghouse Electric and Mfg. Center Line, Michigan	400	"

attachment
office copy only

Initiated by John A. Davis
Director of Review and Analysis

U.S. Committee on [illegible] employment [illegible]

FOR THE PRESS IMMEDIATE RELEASE JULY 11, 1942

HD 4903
.U54

#126

EMPLOYMENT OF ALIENS IN NATIONAL WAR INDUSTRIES

In order to clarify the policy of the Government in regard to the employment of aliens and other persons of foreign birth, the President today issued the following statement:

1. Persons should not hereafter be refused employment, or persons at present employed discharged, solely on the basis of the fact that they are aliens or that they were formerly nationals of any particular foreign country. A general condemnation of any group or class of persons is unfair and dangerous to the war effort. The Federal Government is taking the necessary steps to guard against, and punish, any subversive acts by disloyal persons, citizens as well as aliens.

2. There are no legal restrictions on the employment of any person (a) in non-war industries, and (b) even in war industries, if the particular labor is not on "classified" contracts, which include secret, confidential, restricted, and aeronautical contracts.

The laws of the United States do provide that in certain special instances involving Government contracts an employer must secure from the head of the Government department concerned permission to employ aliens. Section 11(a) of the Act of June 28, 1940 (Public No. 671, 76th Congress, 3rd Session) contains a provision that:

> "No aliens employed by a contractor in the performance of secret, confidential, or restricted Government contracts shall be permitted to have access to the plans or specifications, or the work under such contracts, or to participate in the contract trials, unless the written consent of the head of the Government department concerned has first been obtained . . ."

The Air Corps Act of 1926 has a similar provision:

> ". . . no aliens employed by a contractor for furnishing or constructing aircraft parts or aeronautical accessories for the United States shall be permitted to have access to the plans or specifications or the work under construction or to participate in the contract trials without the written consent beforehand of the Secretary of the Department concerned."

There are no other Federal laws which restrict the employment of aliens by private employers in national war industries. There are no Federal laws restricting the employment of foreign born citizens of any particular national origin.

3. Where, under the law, permission to employ aliens is required from the War and Navy Departments, the alien shall go to the nearest office of the United States Employment Service, which will furnish him with application form, and assist him in filling it out. The completed form will then be submitted by the alien to the employer who will fill out the reverse side of the form, and then immediately forward same to the Department concerned. Upon receipt of the application, the Department will act promptly thereon, in the normal case within forty-eight hours, and give its approval or disapproval, either of which shall be subject to [illegible] any later time.

[illegible] other [illegible] In passing [illegible] applications for [illegible] will give sp[illegible] Nations and fr[illegible] [illegible]rmits, [illegible] enemy aliens, who come within [illegible] [illegible]ulics, and an[illegible], including [illegible] the following categories:

[illegible] who have served in the armed forces of the United States and have been honorably discharged.

B. Aliens who have, or who have had, members of their immediate family in the United States military service.

"over

3-0293

U.S. Committee on fair employment practice (1943-1946)

DECLARATION OF CITIZENSHIP

HD 4903
.U54

#127

Location _____

Date _____

I, _____ declare that I am a citizen the United States, by reason of _____ *

am applying for employment on classified Government war contracts on work ich may be secret, confidential, or restricted in character. I am declar- ng my citizenship for the purpose of securing such employment. I have read he law herein quoted and am aware of the penalties imposed for misrepresen- ation.

(Public Law 671, 76th Congress, 3rd Session, Chapter 440, Section 11b)

"Any alien who obtains employment on secret, confidential, or re- tricted Government contracts by willful misrepresentation of his alien status, e who makes such willful misrepresentation while seeking such employment, hall be fined not more than $10,000 or imprisoned not more than five years, oth."

I was born in _____ Date _____

Witness**

(Name) _____ _____ Signed

_____
(Title and Address)

_____
(Name)

_____
(Title and Address)

* If natural born, indicate whether by birth in the United States or by birth in a foreign country of American parentage. If by naturalization, indicate whether by naturalization by court proceedings, by naturalization of parent or by marriage to a citizen of the United States, including dates and name of places, persons and title of court involved.

** One of the two witnesses must be an Army or Navy District Procurement, Factory or Plant Protection representative.

6-0680-WP

X-HD 49
.U54

UNITED STATES OF AMERICA
EXECUTIVE OFFICE OF THE PRESIDENT
U.S. PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE (1943-1946)

X-HD4903
.U54

#128

In the Matter of	)	
SEAFARERS INTERNATIONAL UNION,	)	Case No. 67
Respondent	)	
	)	

BEFORE: A PANEL OF THE PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE
Malcolm Ross, Chairman
Charles H. Houston
Boris Shishkin
Milton P. Webster
Committee Members

Maceo W. Hubbard, Hearing Examiner

APPEARANCES: For the Committee:
Emanuel H. Bloch
Evelyn N. Cooper

For the Respondent:
Richard M. Cantor, Attorney(1)
John Hawk, First Vice President

DECISION

Statement of the Case

The Respondent, Seafarers International Union (hereinafter referred to

(1) The parties who appeared for the Seafarers International Union did so for th limited purpose of reading into the record a statement on behalf of the Vice President, Mr. John Hawk. At the conclusion of the statement, counsel for Respondent expressly stated that the Respondent declined to participate further in the hearing. In the statement as read the Committee was charged with having already assumed an unfair attitude towards the Respondent. However, nothing has been called to the Committee's attention which substantiates the charge and since no definitive action was requested of the Committee, it is unnecessary to discuss the statement further except to make it clear that the union has at all times been given every opportunity to present any evidence it desired and to be fully heard with respect to the charges made in this case.